💬 Gentle Conversation Starters

These focus on giving permission to share, rather than demanding it:

- “That call was a tough one — how has it been sitting with you since then?”
- “What’s been coming up for you since the incident?”
- “How’s your body feeling after that shift?” (shifts attention to somatic stress reactions) Alternatives: How is your heart feeling? How is your head feeling?
- “What part of that call keeps replaying for you, if any?”
- “What’s been the hardest part to shake off?”
- What are you right now 1-10? What made you pick that number?

🧭 Grounding / Present-Moment Starters

These help them identify where they are emotionally without pushing too deep:

- “How’s your sleep been since that night?”
- “What’s been helping you decompress lately?”
- “If you had to describe your stress level this week, what would you say?”
- “What’s been feeling different for you at work since the incident?”

🤝 Connection-Oriented Starters

To show the peer-to-peer element rather than a formal check-in:

- “I remember that call — it hit me too. How did it land for you?”
- “A lot of us are still thinking about that night. How’s your headspace been?”
- “We’re just checking in as teammates — how’s your shift been feeling overall?”
- “You’ve been through a lot lately; how’s the recovery process going?”

🌱 When They Start to Open Up

Follow-ups that encourage continued reflection:

- “That makes a lot of sense — what’s been helping you cope?”
- “What part of that response do you think still needs some processing?”
- “Would it help to talk it through a bit, or just have someone listen for now?”