

Within Your Team

- Create shared and agreed upon acceptable standards of behavior. (We can do X, we cannot do Y). (See *strategies for Step 5*.)
- Emphasize strength in numbers.
- Create plans together to avoid high-risk situations.
- Explain the expectation to intervene.
- Make it relevant to the team and to achieving team goals.
- Empower teammates to STEP UP!
- Acknowledge and reinforce caring behaviors.
- Allow teammates to air thoughts/feelings.
- Practice skills and strategies to STEP UP!



When Dealing with High Emotion

3 Things TO do:

1. Ensure your safety
2. Try to dissipate the emotion
3. Consider the other person's perspective

3 Things to NOT do:

1. Don't get caught up in the moment
2. Don't one-up the person
3. Don't patronize

Don't deal with content until you deal with emotion.

How to Increase Helping

1. Encourage prosocial/helping behavior.
2. Increase and optimize the 5 Decision Making Steps.
3. Reduce inhibiting factors (pluralistic ignorance, conformity, spiral of silence, etc.)
4. Increase identification of risk factors.
5. Make "in-group" more inclusive.
6. Practice perspective taking.
7. Increase knowledge, skills, and confidence.

