



## COMPASS Response Style Indicator (RSI) Assessment

A short self-assessment designed for first responders and providers.

Purpose: Help participants identify their instinctive responses to stress or crisis situations, framed around your emotional regulation and coping needs.

Consider the following statements carefully.	Identify how you best recover, reflect, and reconnect after stress or crisis. Read each statement and rate how true it feels for you.				
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
<b>A. Reflective processor</b>					
1. I process difficult experiences by thinking them through quietly.	5	4	3	2	1
2. Journaling or writing helps me make sense of what I've been through.	5	4	3	2	1
3. I sometimes need time alone before I can talk about what happened.	5	4	3	2	1
4. I learn best from analyzing events after they happen.	5	4	3	2	1
5. I prefer structured debrief formats over open discussions.	5	4	3	2	1
<b>Reflective processor totals:</b>					
<b>B. Relational Connector</b>					
1. Talking with peers helps me make sense of what I've experienced.	5	4	3	2	1
2. I feel better when I share my story and hear others' experiences.	5	4	3	2	1
3. I value group rebuild time after difficult events.	5	4	3	2	1
4. I'm energized by connection and collaboration.	5	4	3	2	1
5. I tend to check in on others when I'm struggling.	5	4	3	2	1
<b>Relational Connector totals:</b>					
<b>C. Kinesthetic Regulator</b>					
1. Physical movement helps me reset after difficult experiences.	5	4	3	2	1
2. I notice stress first in my body before I identify it emotionally.					
3. I use activity, exercise, walks, or chores, to work through tension.	5	4	3	2	1
4. I prefer short check-ins instead of long discussions after tough calls.	5	4	3	2	1



5. Repetitive or grounded actions (breathing, stretching) help me recover.	5	4	3	2	1
<b>Kinesthetic Regulator totals:</b>					
<b>D. Strategic Planner</b>					
1. I manage distress by focusing on solutions and next steps.	5	4	3	2	1
2. I do best when I understand what processes will change after an event.	5	4	3	2	1
3. I like mapping improvements or lessons learned.	5	4	3	2	1
4. I prefer practical debriefs to emotional ones.	5	4	3	2	1
5. I'm motivated by problem-solving rather than long reflection.	5	4	3	2	1
<b>Strategic Planner totals:</b>					
<b>E. Empathetic Harmonizer</b>					
1. I'm highly aware of the emotions of others around me.	5	4	3	2	1
2. When someone else is upset, I often feel it in my body or mood.	5	4	3	2	1
3. I recover best through creative or emotional expression.	5	4	3	2	1
4. I find strength in bringing calm or reassurance to my team.	5	4	3	2	1
5. I need affirming, compassionate feedback after hard events.	5	4	3	2	1
<b>Empathic Harmonizer totals:</b>					

**Scoring instructions:**

COMPASS Support Style Self-Assessment

Total each section to find your strongest *Support Style*.

A. Reflective Processor	B. Relational Connector	C. Kinesthetic Regulator	D. Strategic Planner	E. Empathic Harmonizer
Score: ___ / 25	Score: ___ / 25	Score: ___ / 25	Score: ___ / 25	Score: ___ / 25



## Results Overview

Highest Score	Your Support Style	Suggested COMPASS Resources
Section A	Reflective Processor	Crisis Debrief Framework; journaling or 1:1 sessions.
If this sounds like you: You learn by analyzing and processing internally.		
Section B	Relational Connector	Peer Circles, Group Compassion Sessions.
If this sounds like you: You restore energy by sharing and listening in groups.		
Section C	Kinesthetic Regulator	Mind-Body Resets, yoga, active recovery coaching.
If this sounds like you: Physical grounding helps you regulate quickly.		
Section D	Strategic Planner	Leadership Roundtables, After-Action Learning Labs.
If this sounds like you: You recover by creating order and solutions.		
Section E	Empathic Harmonizer	EQ Workshops, Artistic or Mindful expression sessions.
If this sounds like you: You thrive through empathy and creative expression.		

## Next Steps

- Your primary style helps identify your *go-to* support method.
- Your secondary style suggests optional supports that enhance recovery.
- Badges can align to each style (for peer awareness and matching).
- Use your results to select your preferred peer match, toolkit, or recovery track within the COMPASS Network.

## Support Style Snapshot

Identify how you best recover and reset after critical stress.

### Why This Matters

Understanding your *Support Style* empowers you to choose the recovery tools and peer supports that work best for you. It's like learning your emotional operating system.

Response need	Core Traits	Preferred Debrief / Recovery Approach	Badge Alignment
Reflective Processor	Thinks deeply; replays events mentally to make meaning.	Journaling, one-on-one debrief, structured analysis.	NorthStar Guide
Relational Connector	Processes emotion through shared conversation or peer stories.	Group debriefs, connection circles.	<i>Bridge Builder</i>
Kinesthetic Regulator	Prefers action to reflection; resets through movement or sensory grounding.	Physical grounding, mindfulness, brief resets.	<i>Grounding Anchor</i>
Strategic Planner	Focuses on solutions and systems improvements post-event.	Strategy mapping, after-action review, improvement cycles.	<i>Pathfinder</i>
Empathic Harmonizer	Highly attuned to the emotional climate of others.	Emotional check-ins, artistic/creative outlets, EI practice.	<i>Heartline Integrator</i> or <i>Cultural Navigator</i>

Participants receive a primary and secondary response style profile, which can be used to:

- Match with compatible peer supporters.
- Guide personalized wellness tools.
- Help supervisors tailor post-incident interventions.

