

- CISD's aren't part of any investigation of the incident, nor are they critiques. They are discussions designed to help you recover from the incident as quickly as possible.
- You are encouraged to ask questions during the debriefing. Team members will be available after the debriefing if someone wants to talk individually.
- You will be given a handout at the end of the session. You are encouraged to read it and to share it with your family.
- We don't take breaks. If you have to, you can leave to attend to personal needs, but you should come back. If you leave before the CISD is over, you could endanger your recovery.
- It is all right to avoid details which could jeopardize an investigation or cause someone difficulties on the job.
- There is no rank during a debriefing.
- No note-taking or recordings are allowed.

- Team leader identifies self and Team and explains that we're here because experience shows that people do better if they have help in processing bad incidents, rather than attempting to do it alone.
- Note that if people are present who don't want to be, it may be useful for them to stay because they may be able to help others. Is anyone here who shouldn't be, or wasn't directly involved in the incident?
- **This discussion is confidential. "What is said here stays here, within legal and ethical guidelines"**
- You will only be asked directly to speak twice. Once to tell us who you are, what your job was at the scene, and what happened. The second question is what your first thought was once you stopped functioning on auto-pilot.
- You don't have to speak if you don't want to, but we do encourage you to discuss the event. Please speak only for yourself.
- Please turn all pagers and radios off.

Green Mountain Critical Incident Stress Management Team

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Urgent needs: 802-656-3473
(Univ. of Vermont dispatch)

1. The Introductory Phase

Team member intro, expectations, etc

2. The Fact Phase

"What were you doing during the incident?"

"What facts about the incident did you observe?"

3. The Thought Phase

"Once you stopped functioning on auto-pilot, what was your first thought?" [cog>emot]

4. The Reaction Phase

"What would you cut out?" [Identify most traumatic aspects]

5. The Symptom Phase

Identify personal symptoms of distress [emot>cog]

6. The Teaching Phase

Normal reactions, stress management, cautions

7. The Re-Entry Phase.

Clarify questions & prepare for termination