The following is a brief description of the four tools used in group CISM:

1.Demobilization – a one time (end of shift/end of deployment), large group information process usually used for emergency services, military or other operational staff who have been exposed to a significant traumatic event such as a disaster or terrorist event.

2. Crisis Management Briefings – this is a structured "town meeting" style focusing on large community or organizational groups. It is designed to provide information about the incident, control rumors, educate about symptoms of distress, inform about basic stress management, and identify resources available for continued support, if desired. This may be especially useful in response to community violence / terrorism and can be tailed to smaller group applications.

3. Defusing – is a shortened version of the debriefing focused on small homogeneous groups within 8 hours of the conclusion of an event. If a delay beyond 8 hours occurs, it is best not to defuse but plan for a debriefing. It is best to provide separate defusing for each homogeneous group involved in the event. Defusings are shorter, unstructured debriefings that encourage a brief discussion of the events which can reduce acute stress. Defusings can be done anywhere from one to three hours following the incident and generally last from 30 minutes to an hour. Only those staff who are most affected are involved; not all workers from the scene attend, as would be the case in debriefings. If the defusing is not accomplished within 12 hours, a full formal debriefing is what should occur next. A well-run defusing can often eliminate the need for full formal debriefing. If both are necessary, a debriefing should be held seven to fourteen days after the defusing.

4. Debriefing – a structured GROUP discussion concerning the critical incident which follows a CISD structure of 7 phases. Common ground rules of a CISD include:
A. Voluntary participation
B. No note taking or recording devises
C. Not used as an operational critique or investigation of events
D. Not a "blame" session

Defusing is the term given to the process of talking it out - taking the fuse out of an emotional bomb (explosive situation). It involves allowing victims and workers the opportunity to ventilate about their disaster related memories, stresses, losses, and methods of coping, and be able to do so in a safe and supportive atmosphere. The defusing process usually involves informal and impromptu sessions. Although informal and immediate, the defusing often becomes a mini-debriefing and can follow the same format discussed in the next section. Because the allotted time is often too brief, the defusing session is simply a starting point. Further intervention can be required and this can be anything from offering ongoing support (e.g., briefly touching base with the persons/groups in the coming days/weeks) to scheduling and providing formal debriefing sessions.

Defusing is done the day of the incident and is designed to assure understanding of staff reactions and to discuss resources for further services when needed. Defusing interventions involve individuals who were directly involved in the incident and take place at a location away from the incident. They are designed to assist individuals in coping in the short term and address immediate needs.

DEFUSING

Stage I: Introductions	Introduction of staff to all individuals of concern, review defusing process.
Stage II: Reactions	Listen to reactions, normalize reactions, review likely symptoms experienced after traumatic event.
Stage III: Coping	Discuss coping strategies, how to reach out to support system, stress management, relaxation, recognizing when coping strategies are not enough.
Stage IV: Resources	Review services including daytime and after hours crisis services.
Stage V: Termination	Remain until group has dissipated; inform staff of availability for debriefing.
Stage VI: Follow Up	Contact staff the next day to assess current status of individuals of concern and offer debriefing services if needed.