Critical Incident Stress Management (CISM) Roles

1.) Planning and Preparation – Agency Administration, Point Person/Team
   • Policy and Procedure development
   • Education of staff regarding CISM

--- Critical Incident ---

[Demobilization – if needed for natural or community disaster – not likely]

2.) Immediate Individual Support - Supervisor

3.) Crisis Management Briefing (CMB) – Agency Administration/Crisis Debriefer?

4.) Defusing – Supervisor/Crisis Debriefer?
   • Within 8-12 hours or before leaving for the day

5.) Crisis Debriefing – Crisis Debriefer
   • Within 72 hours

6.) Follow up and Referral – Agency process in place – crisis debriefer should be aware of the process