**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]

1. Immediate Individual Support - Supervisor
2. Crisis Management Briefing (CMB) – Agency Administration/Crisis Debriefer?
3. Defusing – Supervisor/Crisis Debriefer?
* Within 8-12 hours or before leaving for the day
1. Crisis Debriefing – Crisis Debriefer
* Within 72 hours
1. Follow up and Referral – Agency process in place – crisis debriefer should be aware of the process