

Critical Incident Stress Management Interventions

Goal: mitigate the impact of a critical incident, accelerate recovery, and identify who needs a higher level of care.

01 Pre-Crisis Preparation

Stress education, resilience building, and readiness training before an incident occurs.

02 Resilient Leadership Training

For groups anticipated to be adversely affected by a critical incident.

03 Defusing / CMB

A brief, small-group discussion held shortly after an incident to stabilize and mitigate acute distress. CMB fosters connection and hope, and provides information to control rumors.

04 RITS — Rest, Information, Transition Services

Psychological decompression. Screening and assessment to ease transition.

05 One-on-One Support

Individual crisis intervention. Psychological First Aid, and facilitation of access to further care as needed.

06 CISD (Debriefing)

A structured group process, typically 24 to 72 hours after a critical incident, to review and normalize reactions.

07 Follow-Up & Referral

Assessing ongoing need and connecting people to EAP or clinical treatment when appropriate.

A systems approach

CISM spans pre-crisis through post-crisis, and scales from the individual to the family, team, and organization. Components are combined for maximum impact, not used as one-off events.