

CRITICAL STRESS MITIGATION ELEMENTS

	<i>Preparedness</i>	<i>Response</i>	<i>Recovery</i>
Organization	<ul style="list-style-type: none"> • Conduct training on stress management practices and Psychological First Aid (PFA) • Reduce or remove the stigmas associated with mental health within the service • Annually evaluate organizational resources to assess capabilities. Identify areas promoting improvement to organizational response and whether additional support is available through new or existing resources. 	<ul style="list-style-type: none"> • Identify and support enough staff at all levels, including administration, supervision, and support • Procure resources for team wellness (water, food, rehab units, etc.) • Assure team access to resources 	<ul style="list-style-type: none"> • Promote individual and team care, including stress management education and training initiatives and provision of mental health services and resources. • Conduct staff appreciation events. • Encourage activities that are positive.
Supervisor	<ul style="list-style-type: none"> • Encourage attendance at training on stress management practices and Psychological First Aid (PFA) • Encourage staff to share concerns, identify difficult experiences and strategize to solve problems • Reduce or remove the stigmas associated with mental health within the service • Evaluate/survey staff for changes to pre- and post- incident training and recovery tools 	<ul style="list-style-type: none"> • In long term incidents, rotate responders from the most highly exposed areas to assignments with lesser levels of exposure • Ensure fitness for duty • Encourage peer to peer consultation • Encourage staff to share concerns, identify difficult experiences and strategize to solve problems • Encourage responders to self-monitor and pace their efforts • Encourage work breaks • Monitor all responders and especially those responders who are also survivors of disasters, those who have regular exposure to severely affected individuals or communities, those with pre-existing conditions and those with multiple stressors, including those who have responded to multiple significant incidents in a brief period • Try and be flexible, patient, and tolerant. Accept that we cannot change everything. • Perform regular check ins with colleagues, family, and friends 	<ul style="list-style-type: none"> • Encourage time off, if able, especially for those who have experienced personal trauma or loss. • Attend staff appreciation events. Recognize both those who responded to the incident as well as those who took on additional workload so others could respond to the incident. • Encourage staff to share concerns, identify difficult experiences and strategize to solve problems • Expect a readjustment period upon completion of the incident.

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	Preparedness	Response	Recovery
Individual	<ul style="list-style-type: none"> • Attend training on stress management practices and Psychological First Aid (PFA) • Plan for family and home preparedness, including pets • Share concerns, identify difficult experiences, and strategize to solve problems with coworkers and supervisors • Use the buddy system to share upsetting emotional responses and ways to address these emotions • Get adequate exercise, nutrition, and relaxation • Practice brief relaxation techniques during the workday • Assess what tools and techniques help you the most. Share information with supervisor. 	<ul style="list-style-type: none"> • Try and be flexible, patient, and tolerant. Accept that we cannot change everything • Share concerns, identify difficult experiences, and strategize to solve problems with coworkers and supervisors • Self-monitor and pace your efforts • Stay aware of limitations and needs • Take work breaks. Recognize when one is HALT (Hungry, Angry, Lonely, or Tired) and take self-care measures to address • Avoid engaging in negative self-talk that reinforce feelings of inadequacy or incompetency • Use the buddy system to share upsetting emotional responses and ways to address these emotions • Perform regular check ins with colleagues, family, and friends 	<ul style="list-style-type: none"> • Anticipate that you will experience reoccurring thoughts and dreams, and that they will decrease over time • Expect a readjustment period upon completion of the incident assignment. Avoid worrying about readjusting. • Take time off • Ask for help in parenting, if you feel irritable or are having difficulties • Participate in staff appreciation events • Get adequate exercise, nutrition, sleep, and relaxation • Share concerns, identify difficult experiences and strategize to solve problems with coworkers and supervisors • Avoid engaging in negative self-talk that reinforce feelings of inadequacy or incompetency • Keep a journal to get worries off your mind • Use the buddy system to share upsetting emotional responses and ways to address these emotions • Limit caffeine, tobacco, and substance use. Make efforts to avoid excessive use of alcohol, illicit drugs, or excessive amounts of prescription drugs. • Check in with other colleagues • Seek out and give support • Prepare for worldview changes that may not be mirrored by others in your life • Make time for self-reflection • Practice receiving from others • Pay extra attention to rekindling close interpersonal relationships