

## Critical Incident Stress Management (CISM)

Critical Incident Stress Management is a meeting organized for employees affected by a critical or traumatic event. This debriefing is educational in nature. The main purpose is to reduce the probability that employees experience long-term emotional and/or psychological consequences. The debriefing also offers support, normalizes commonly experienced reactions, and provides skills to manage physical, behavioral or psychological reactions to the traumatic event.

Debriefings can be conducted as group or individual sessions. The individual sessions may last up to 45 minutes, while the group sessions may last up to two hours. If a group session is scheduled, the group should have no more than 12 participants, as smaller groups allow for increased participation. CISM services are typically scheduled within 24 to 72 hours after the event, when reactions are likely to have emerged.

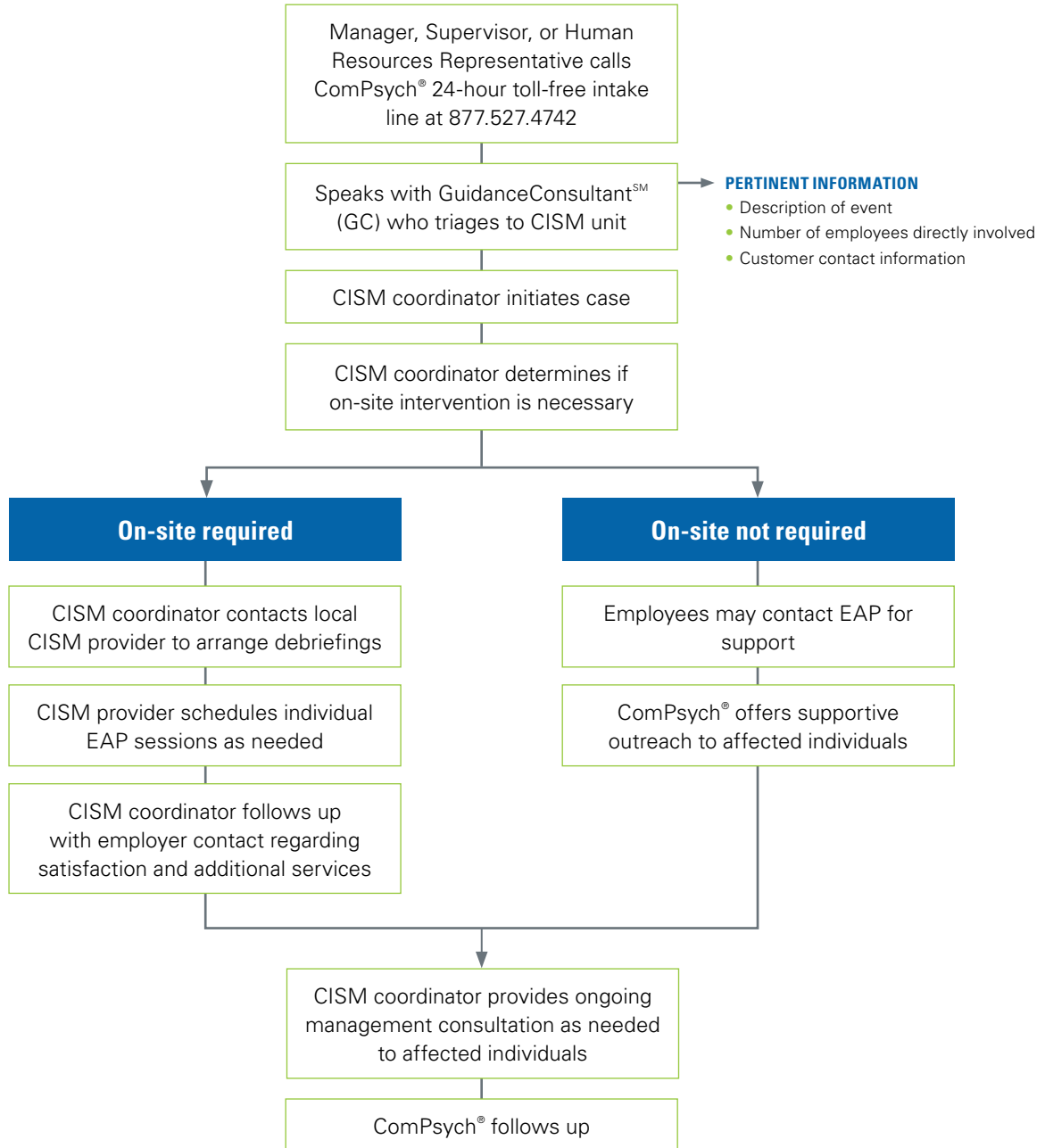
Call your ComPsych® GuidanceResources® program at 877.527.4742 to access services. The toll-free number is available 24 hours a day, seven days a week. A CISM coordinator will assist you and determine the best course of action based on the needs of those involved. When appropriate, a trained professional (counselor) will visit the worksite to provide debriefing services for the staff.

There is no fee to the organization for Critical Incident Stress Management.

[See CISM process flow chart on next page](#)

# Critical Incident Stress Management (CISM) Process

## Critical Incident Occurs



## Here when you need us.

Call: 877.527.4742 | TRS: Dial 711

Online: [guidanceresources.com](http://guidanceresources.com)

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