

TISM Services



Traumatic Incident Stress Management (TISM) is a system of education, prevention, and mitigation of the effects from crisis responses. All TISM Services are voluntary; they are not part of an investigation or an operational critique. TISM services are not in any way psychotherapy nor is it a substitute for that. When deciding the best TISM service type to recommend, ESP/State TISM Coordinating office and the Department TISM Coordinator* consider many factors following best practices in the field.

TISM services include:

- Educational Crisis Management Briefings
 - ECMB are designed for large groups and appropriate for all levels of impact.
 - This service is informative and provides education, resources, and support. It is not for sharing thoughts or processing feelings.
 - Provided as soon as possible after the incident.
 - Introduction is provided by administration with TISM team providing education and resources.
- Defusings
 - Conducted by the TISM team for a group of employees who experienced the same level of exposure to the traumatic event.
 - This service allows first responders and those directly impacted time to have an open, loosely structured discussion of the event, discuss education, resources, and support.
 - Ideally provided within 1-2 days of the incident.
- Phone Defusings
 - Conducted by the TISM team when 1-2 employees experienced the same level of exposure to the traumatic event and sometimes when an employee can't attend a group service.
 - This service allows first responders and those directly impacted time to have an open, loosely structured, discussion of the event, discuss education, resources, and support.
 - Ideally provided within 1-2 days of the incident.
- Critical Incident Stress Debriefings
 - Conducted by the TISM team for first responders only.
 - This service is intended to allow for sharing and processing of feelings through a structured 7 stage process. Service is not appropriate for mixed group of employees.
 - Typically provided 1-10 days post event.
- 1 on 1 services
 - Utilized for individuals uniquely affected by a particular event.
 - May be suggested if only one employee is involved or for other situations where group services would not be recommended.
 - It is not counseling or therapy – it provides validation, support and education.