Leadership II

TOPIC 5

Concept of useful change and load, psychophysical and mental load
Contents:

• Concept of useful load.
• Methods of identifying load level, endurance, adaptation and adjustment, principles of coping and regulation.
• Cognitive training and other methods affecting the level of psychophysical and mental condition and endurance.
• Preventive, prophylactic and regeneration methods.
• CISM methods.
Individual assignments:
Study support for LEA II - topics 4/5 – Change and load, selected aspects for coping with load and task fulfillment in demanding, limit and extreme conditions, situations and missions for supporting military-professional preparation (load and change, stress, stressors, ARS and PTSD).
CISM methods

CISM - Critical Incident Stress Management

Psychosocial intervention in the form of interview, the aim is to attain internal stabilization and calming of the affected person by reducing emotional tension in secure atmosphere of acceptance.

Two basic kinds of CISM

DEFUSING and DEBRIEFING

20-45 minutes  2-3 hours
CISM team structure:

- Team director
- Team coordinator
- Mental health professional
- Selected emergency workers (soldiers, rescue workers, firefighters, police officers)
Defusing

Defusing

- Conducted individually or in small groups at the site of a traumatic event, immediately after the incident.
- The aim is to generate an atmosphere of support and peace. Involves no criticism. Defusing often takes place spontaneously.

*Defusing and its process*

1. Establishing an atmosphere of trust.
2. Psychological stabilization of the affected person.
3. Preventing escalation of traumatic conditions.
4. Ensuring further care.
Key steps of conducting follow-up interview in team after action

• First explain the aim of the interview and basic rules valid in its course.
• Make all persons concerned interested in verbally reconstructing the incident in minute detail.
• Reach group consensus, remove individual false expectations and misunderstandings and renew perspective of true responsibility.
• Reinforce expression (ventilation) of thoughts and emotions concerning the action.
• Confirm validity of emotions concerning the action as normal and focus effort on making them acceptable, so that one can live with them reconciled.
• Prevent selecting scapegoats and verbal abuse.
• Speak of normal (though unpleasant) symptoms of stress that team members have experienced and that can reoccur, so that they can also be accepted without surprise or fear of persistence.
• Summarize what you have learned and any positive aspect of the experience.
Debriefing according to CISM methodology

Debriefing for post-crisis states

- 5-14 participants and 2-4 CISM team members in a room in a circle of chairs. Conducted approximately 48 hours after incident or later.
- The aim is to relieve emotional tension, provide opportunity to share traumatizing experience, learn stress resistance and understand emotional reactions.

Debriefing and its process

1. **Introduction phase** (takes 5 minutes, introduction, aim, rules, motivation)
2. **Fact phase** (telling the personal story, what happened)
3. **Thought phase** (reflecting on the incident, cognitive domain)
4. **Reaction phase** (worst emotions, affective domain)
5. **Impact phase** (summary of stress symptoms from emotions to knowledge)
6. **Teaching phase** (learn to cope with and manage stress)
7. **Re-entry phase** (discussion, summary, offer of further services)