9/12/2025

Participant Workbook: Starting a Peer-Based CISM Team

SPARTAN SOLUTIONS

CISM
CounterStress Solutions

If found, please return to:

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Email/cell phone:

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Facilitators: Dave Boucher and Steve Horner

Contents

General Notes

(Don't fill this space too quickly.)

Clear your mind to learn. After this session "to do" list:	Ideas that came to me during the session:

Getting on the Same Page

Key Terms and Concepts:

What is Peer Support and Why Does It Matter?

What is Critical Incident Stress Management and Why Does It Matter?

ICISF Model Overview

Program Design: From Concept to Implementation

Assessing Organizational Needs

What are some key factors for you to consider in starting a program in your organization?

Foundational Program Elements

Team Structure and Roles

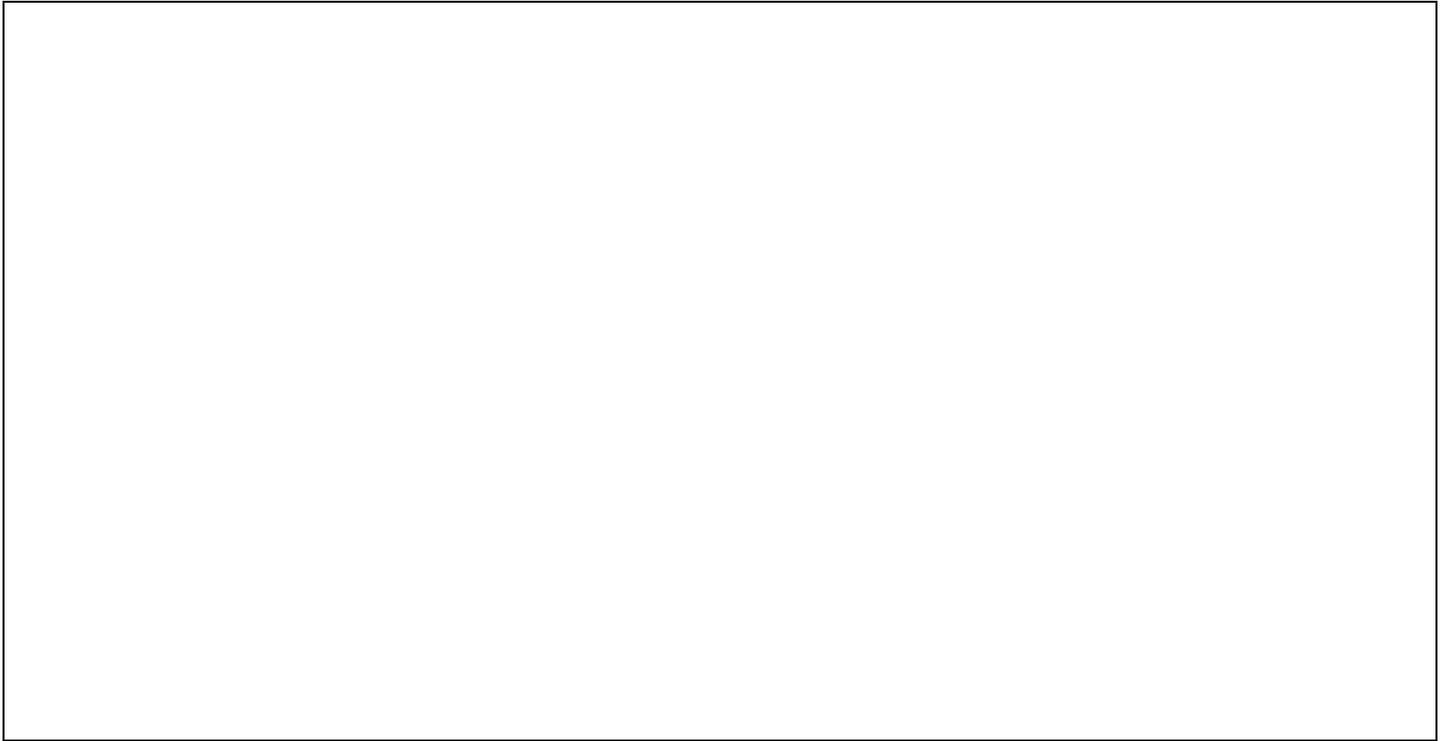## Selection and Training of Team Members

Who do I trust to talk to about my personal trauma?

Selection and Screening Processes

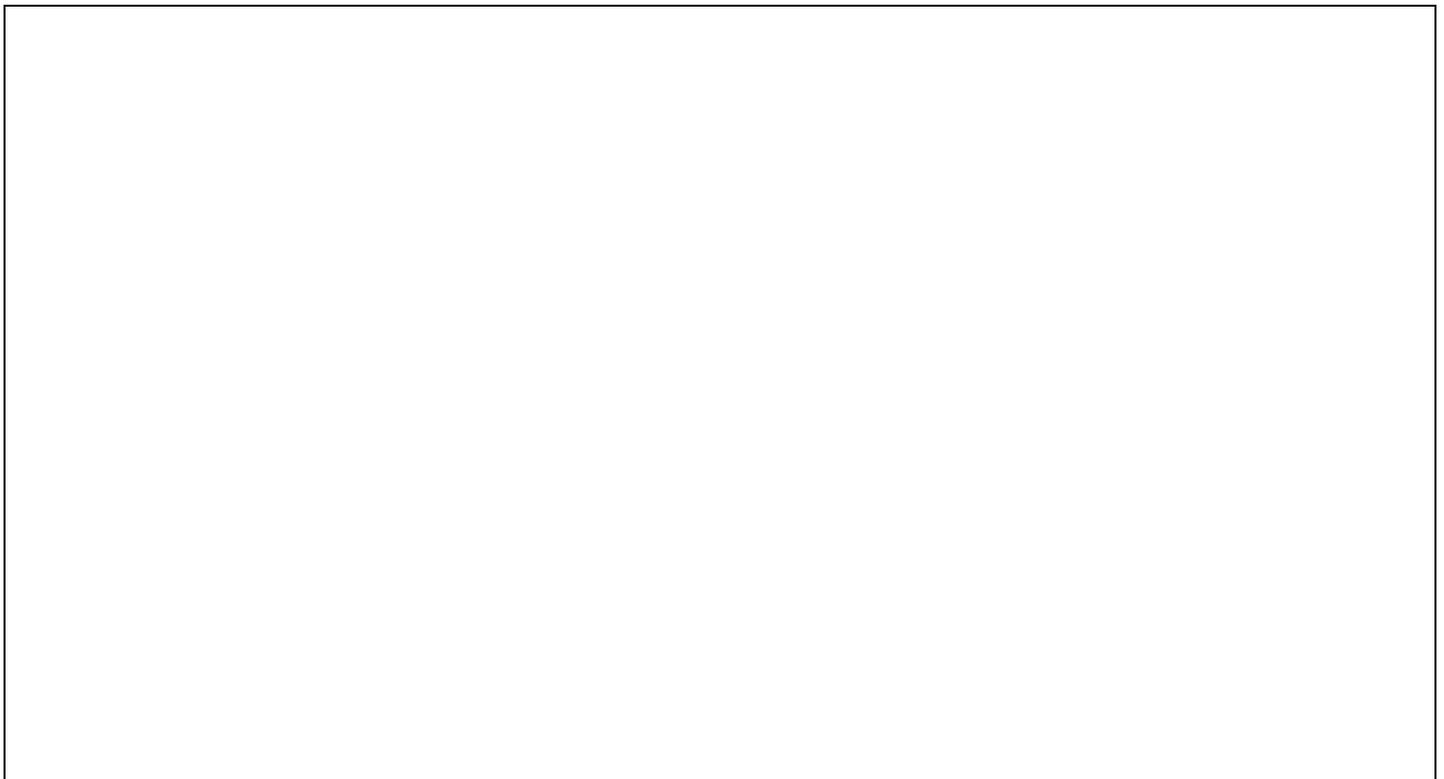**Who is able, available, and appropriate to be a peer supporter?**

ICISF Training Pathways – from basic to advanced.

Activation Protocols and Operational Guidelines

Tools and Templates for Implementation
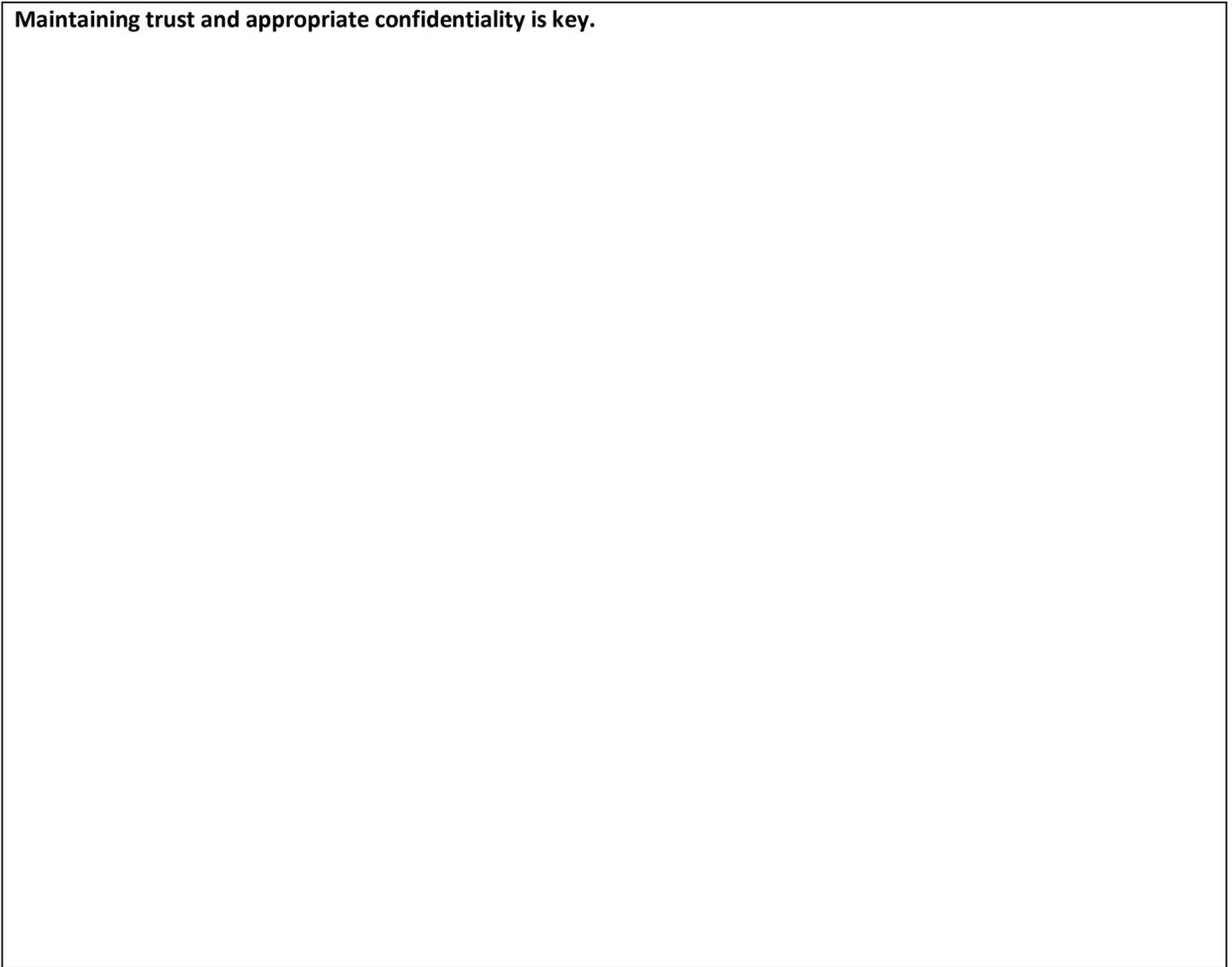
Team Charter and Application Forms

Sample SOPs and Call-Out Flowcharts

Tracking Training and Team Activities

Maintaining trust and appropriate confidentiality is key.

Common Challenges and Mitigation Strategies

Burnout and Boundary Drift

Organizational Resistance

Maintaining Scope and Support

Sustaining the Team for Long-Term Success

Ongoing Training and Evaluation

Actions After This Session:

What needs to be done now to help ensure the best possible support for your people?

Planning Page