

Critical Incident Stress Management (CISM) Program

In today's business world, the Corps of Engineers, along with many other professional organizations, is experiencing an increasing work place problem. It is a problem that has the potential to impact employees at all levels and at any time. Simply stated, employees find themselves trying to deal with difficult situations, **critical incidents**. These critical incidents can cause employees to experience unusually strong, debilitating, emotional reactions. Potential negative impacts are extensive and may impair the employee's ability to function normally, either at work or home. Consequently, in an attempt to address this work place problem, Southwestern Division recognizes Critical Incident Stress Management, **CISM** (CISM; Everly & Mitchell, 1999). CISM is a flexible "First Aid" tool or approach to addressing and mitigating the impacts of critical incidents. Specifically designed to meet our organizational needs, the **SWD Critical Incident Stress Management Program** (CESWD-CMO, 4 October 2002) has its own CISM philosophy, structure, and service procedures (interventions). It is a voluntary, division-wide, peer-driven, crisis intervention process that aims to provide employee support and healthy life choices in response to stressful work environment incidents. The SWD CISM program has an operation manual that contains directions for all procedures, a flyer, an introductory CISM PowerPoint program, and an organized educational training program. Join us, Corps employees helping each other, in our quest to learn and seek out new ways to deal with the potential for crisis in our work place environment.