CRITICAL INCIDENT STRESS MANAGEMENT (CISM):

ENTREPRENEURIAL SHAMANISM or HEALTH PROMOTION?
CISM has been referred to as:

- “SHAMANISM”
- “PSEUDOScientific MARKETING”
- “SHOWMAnSHIP”

(sources: Gist, 2002; Gist & Devilly, 2002; Gist & Woodall, 1998; Kenardy, 1998)
STUDY OUTCOMES

- Firefighters perceive CISM to be effective & valuable
- CISM is effective because it supports firefighters in coping with critical events
- Firefighters define coping as ‘I feel better’ with decreased levels of distress achieved through:
Decreased levels of distress achieved through:

1. Social support
2. Personal coping strategies
3. Meaning-making
MURRAY, ZENTNER, PANGMAN & PANGMAN
(2006)

HEALTH PROMOTION

“the continuous process of enabling people... to improve their well-being & health”
CRIBB & DUNCAN (2002)

“person-centred...[with] increased emphasis on social & environmental determinants of health, and increased emphasis on broader & more flexible notions of health & well-being”
LINDSEY & HARTICK (1996)

HEALTH PROMOTION
- HEALTH-FOCUSED, STRENGTHS-BASED;
- CLIENT/COMMUNITY IS ‘EXPERT’
- COLLABORATIVE
- PARTICIPATORY
- EMPOWERING
- PROVIDES OPPORTUNITIES FOR ‘HEALTH’ & COPING

BIOMEDICAL
- PROBLEM-FOCUSED, DISEASE-ORIENTED
- PROFESSIONAL IS EXPERT
- ADVICE
- PRESCRIPTIVE
- CONTROLS
- PREDICTS
- TREATS ILLNESS
**MATRIX MODEL OF CISM**

**PREVENTION**
- Organizational guidelines (policy, protocols);
- Pre-incident education

**POST-VENTION**
- Family support & education;
- Follow-up (accessible professional counseling);
- Program evaluation & quality assurance

**INTERVENTION**
- 1:1 Peer support;
- Defusing;
- Critical Incident Stress Debriefing (CISD);
- Other services
STUDY IMPLICATIONS

THEORETICAL

- HEALTH PROMOTION
- SALUTOGENESIS
- RESILIENCE
STUDY IMPLICATIONS

METHODOLOGICAL

– ‘HEALTH’, RESILIENCE AS THE VARIABLES OF INTEREST
– QUALITATIVE: APPLIED RESEARCH
STUDY IMPLICATIONS

ORGANIZATIONAL:

- CISM MATRIX
- PEER SUPPORT
- EDUCATION
- KNOWLEDGE TRANSFER
YES WE CAN
REFERENCES


REFERENCES (cont’d)


This presentation was given at:

**Work and Well-being**

**We Can Do It:**
Evidence and Interventions for Transforming Mental Health in the Workplace

4th Annual Canadian Congress for Research on Mental Health and Addiction in the Workplace

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