



Strategic Planning Formula

There is a simple formula that can be used to develop the strategic plan when intervening in any emotionally charged event. *Assess these issues:*

Theme

(What elements of the incident are causing the greatest distress to those involved? What will influence the decisions the team makes to provide support?)

- What has happened? What is the nature of the event?
- How awful or serious is the event?
- What are the threats?

Target(s)

(Who are the people who are affected by the critical incident?)

- Who is involved in the incident? How many people?
- What is the impact on the personnel?
- Individuals?
- Heterogeneous collection of people?
- Are there identifiable homogeneous groups?

Types

(What CISM tools would be most helpful in the current circumstances?)

- What support services are most likely to be helpful under the circumstances?
- Individual?
- Informational groups?
- Process groups?
- Family/significant other support
- Organizational support
- Follow-up services
- Referrals

Timing

(Decisions must be made to arrange the timing of CISM services to meet the needs of those in a state of crisis)

- When should the various types of interventions be instituted?
- Subsequent order?
- Separately?
- Simultaneously?
- Blended
- All at once?



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Team

(who is going to carry out the CISM services?)

- Do you have the right team member(s) to match the needs of those in need of assistance?
- Team experienced?
- Team cohesive?
- Team appropriate?
- Sufficient number of team responders?
- Any special skills required by team members?
- Matched to the profession(s) of those impacted by the trauma
- Team available for the length of time required?