



# Training Course Catalog

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**2024**

**Confidential. Trusted. Effective.**

## **About Our Family of Companies**

We are committed to integrating both proactive and reactive wellness solutions as a foundational element throughout the public safety community. Our family of companies offer a wide variety of wellness solutions to fit your needs.

- **The Counseling Team International (TCTI)** provides culturally competent short-term counseling, critical incident debriefings, training, and pre-employment psychological testing.
- **First Responder Wellness** is our comprehensive inpatient/outpatient behavioral health treatment program exclusively for public safety professionals. We treat post-traumatic stress, alcohol, addiction, anxiety, and depression.
- **Shift Wellness** offers retreats for trauma, resilience, and wellness specially designed for leaders, peer support teams, individuals, departments, and spouses.



# Best Practices Proposal

## Training Courses

We offer a wide variety of training courses, and we can work with you to select the topics that meet the needs of your department.



### Peer Support Training

This 3-day course brings together peer support team members that have been selected by their department on a volunteer basis. Throughout this class, participants will acquire supportive skills which are designed to help them assist their co-workers who may be experiencing a variety of life crisis situations. The goal is to prepare participants for crisis conversations and help them feel comfortable when talking to someone who understands the rewards and challenges that come with working as a public safety professional.

Training Objectives:

- Prevalence and scope of mental health issues with public safety professionals
- How to develop and implement a peer support program
- Crisis intervention and basic CISM skills
- Self-care, public perception, and resilience building



### Advanced Peer Support Training

This training is designed to strengthen the existing skills of peer supporters by introducing them to new subjects. It is also designed to help peer supporters understand ways to maintain a healthy peer support team. In addition, this course will also cover an overview of the signs, symptoms, and treatment recommendations for post-traumatic stress and understanding the risks for suicide.

Training Objectives:

- Reinforce basic peer support skills
- Understand post-traumatic stress
- Develop skills for dealing with suicidal peers
- Develop skills for handling difficult debriefings
- Review Eye Movement Desensitization and Reprocessing (EMDR)



### Group Crisis Intervention (CISM)

This course will prepare participants to understand a wide range of crisis intervention services including pre and post incident crisis education, significant other support services, on-scene support services, crisis intervention for individuals, demobilizations after large-scale traumatic incidents, small group defusing's and group interventions known as Critical Incident Stress Debriefing (CISD).

Training Objectives:

- Types of critical incidents
- Critical incident stress
- Stress preventatives
- Demobilizations
- Defusing's
- 7 phases of debriefings

# Training Courses (continued)



## Advanced Crisis Management

*This course is designed as a follow up refresher for public safety professionals who have previously completed other peer support and crisis management courses.*

### Part 1: Advanced Peer Support Training

This training is designed to strengthen the existing skills of peer supporters by introducing them to new subjects. It is also designed to help peer supporters understand ways to maintain a healthy peer support team. In addition, this course will also cover an overview of the signs, symptoms, and treatment recommendations for post-traumatic stress and understanding the risks for suicide.

Training Objectives:

- Reinforce basic peer support skills
- Understand post-traumatic stress
- Develop skills for dealing with suicidal peers
- Develop skills for handling difficult debriefings
- Review Eye Movement Desensitization and Reprocessing (EMDR)

### Part 2: Group Crisis Intervention

This course will prepare participants to understand a wide range of crisis intervention services including pre and post incident crisis education, significant other support services, on-scene support services, crisis intervention for individuals, demobilizations after large-scale traumatic incidents, small group defusing's and group interventions known as Critical Incident Stress Debriefing (CISD).

Training Objectives:

- Types of critical incidents
- Critical incident stress
- Stress preventatives
- Demobilizations
- Defusing's
- 7 phases of debriefings

# Training Courses (continued)



## Wellness Coordinator Training

This course is dedicated to first responders who are now Wellness Coordinators for their departments and organizations that are creating their own wellness team. This 5-day course will cover an overview of a group project, the role of a wellness coordinator, and an introduction to the topic of wellness and the development of a wellness program. Emotional wellness, factors impacting emotional wellness, first responder suicide, and evaluating and providing recommendations for your department's emotional wellness will be reviewed. An in-depth look at wellness types, such as occupational, retirement, leadership, social, physical, environmental, intellectual, financial, and spiritual wellness will also be examined and discussed.

### Training Objectives

- Learn about all aspects of a public safety wellness program through twenty-five course modules
- Gain an understanding of the eight dimensions of wellness
- Establish the roles and responsibilities of a wellness coordinator
- Discover tools and benchmarks to track progress
- Reduce suicide and absenteeism, while also supporting a cultural shift with proactive wellness



## Suicide Prevention and Intervention

This class is designed to raise suicide awareness and provide practical intervention techniques. In addition to understanding the myths and reasons behind suicide, this class will also teach participants how to assess the lethality of the suicidal person. This class will provide methods, tips, and questions to assess and assist the suicidal person to help them de-escalate.

### Training Objectives:

- Learn statistics about the prevalence of responder loss to suicide
- Recognize risk factors and lethality assessment techniques
- Practice indirect and direct questioning approaches
- Learn how to support those who are dealing with depression, grief and loss



## Mental Health Mayday

80% of first responders are dealing with physical and mental health issues. Most are stressed and exhausted from working long shifts, mandatory overtime, and more calls for service than ever before. Learn how to apply mental performance training techniques in order to mitigate the effects of acute stress, reduce the symptoms of post traumatic stress, prevent burnout, and improve mental health and wellness overall.

### Training Objectives:

- Review the physical and mental health risks for first responders
- Discuss the neurobiological responses to trauma exposure
- Provide mitigation tools for acute stress that will reduce the symptoms of PTS
- Identify the five stages of post traumatic growth

# Training Courses (continued)



## Families on the Frontlines

This training course provides vital information on how to strengthen and bring balance to your family relationships while tackling the inevitable traumatic stress of being a first responder. This course is for the first responder and their spouse/significant other to attend together.

Training Objectives:

- Communication skills
- Effective conflict resolution
- Formative ways to connect
- Interactive parenting approaches



## Retire Well

Research shows that approximately one in ten retirees report suicidal ideation, and one in four suffer from significant life dissatisfaction, mood, and relationship issues. This course was developed to focus on mental health and wellness in pre-retirement and into early retirement to reduce depression, improve socialization, and focus on relationship functioning issues.

This is not just another retirement presentation that solely focuses on financial wellness. This is a retirement resilience course that provides tools to help you rediscover identity, purpose, security, and acceptance into retirement in order to improve quality of life adaptation and make the unknown known. When one door closes, another one opens!

Training Objectives:

- How to remove the “super-suit” and rediscover yourself without your occupation
- Examine aspects of security in your transition and adaptation to civilian life
- Explore ways to accept change, cope with abandonment and replacement, and find belonging elsewhere to reduce risk of suicide
- Find new purpose by staying busy, doing engaging activities and occupations to improve life satisfaction
- Identify signs of relational and mental health issues, and learn ways to access appropriate support



## First to Respond, Last to Seek Help

First Responders are regularly exposed to acute trauma that can lead to physical, mental, and emotional exhaustion of the body and mind. In response to the high intensity of your career, the accumulation of traumatic stress injuries, concentration, judgment, sleep, and even relationships are negatively affected. Over time, many develop an unhealthy reliance on alcohol or other substances to cope, while also experiencing mental health issues like post-traumatic stress injuries (PTSI), depression, and anxiety.

Training Objectives:

- Learn the importance of prevention and resiliency from the beginning of a career
- Causes, signs, and symptoms of post-traumatic stress injuries
- How PSTI affects first responders and their families
- Explore how to heal, prevent further damage, and create a new “Brain Health” culture

# Training Courses (continued)



## Legitimate Leadership

What do you struggle with as a leader? How do you hold people accountable while also empowering them? Does your organization turn mistakes and failures into opportunities for resilience? This course provides practical tools to help ensure that participants are or become a legitimate and respected leader, and not merely “managing the chaos.” Participants will learn how to display assertiveness that fosters trust and improves both their performance and the performance of others in all levels of the organization.

This course will provide participants with tools to help others see them as a competent and compassionate leader. They will also learn how to improve their work-life balance, while creating a healthier organizational culture.

Training Objectives:

- Solicit buy-in from employees and truly lead by example
- Turn failures into opportunities and resilience
- Learn ethical and legal ramifications of poor management
- Discover ways to overcome barriers to mental wellness care for those in need
- Enhance the leader’s natural leadership style to become an assertive leader while avoiding being viewed as a micromanager
- Bridge the cultural gap between generations and positions
- Make the leader’s mental wellness and first responder family life a priority



## Cultivating Resilient Responders

This course will help you identify different types of resilience that arise from effectively managing stress and challenges you face in your career. You will also learn how to implement tools in your work and home life to become more resilient.

Training Objectives:

- Identify the four types of resiliency
- Assess your current level of functioning in your work and home life
- Recognize how your experiences can improve resilience
- Construct a list of positive signs that you have vicarious resilience



## Dealing with Difficult People in the Workplace and Beyond

When you are faced with difficult challenges at work and at home, you can stay calm, respectful, hold boundaries, and defuse conflict. This course will teach verbal de-escalation tools and ways to understand different personalities of the people in your life.

Training Objectives:

- Create civility in the workplace where bullying is not tolerated
- Recognize communication challenges
- Identify the type of “life leader” you want to be and how to positively impact relationships
- Learn verbal de-escalation and advanced communication techniques

# Training Courses (continued)



## **S.O.S. – Significant Other Survival**

Public safety wellness and job performance depends on the support and connection they experience at home. This course was developed specifically for significant others of new recruits and seasoned professionals in the field of public safety. The more significant others understand about the public safety culture, the stressors of these jobs, and the effects this career has on personal lives, the chance for healthy relationships and reduced stress for everyone is possible. We do not recommend children, parents or other family members attend this course due to the sensitive and intimate nature of the topics that will be discussed.

Training Objectives:

- Phases of a career in public safety
- Dealing with stressors of the job
- Suicide prevention and intervention
- Dealing with different types of stress
- Positive communication skills
- Ways to stay physically and mentally well
- How families can offer support
- Impact on children



## **Understanding Behavioral Health**

### ***Why Am I Feeling This Way?***

When you are feeling overwhelmed and overloaded, you may not be able to recognize the negative impact it is having on your physical health and wellbeing. This course is designed to increase understanding of your own behavioral health and methods to improve resiliency.

Training Objectives:

- Increase understanding of the impact of stress, burnout, and compassion fatigue
- Identify mental health, addiction, and issues related to stressors
- Learn ways in which behavioral health affects you and how to increase your window of tolerance
- Develop new resiliency skills and improve overall mental performance



## **Academy Survival**

You can help your law enforcement academy cadets by providing this course that will help them learn about the importance of wellness at the onset of their career. We will cover a wide variety of topics to help trainees stay well-minded during training, improve resiliency, and help develop skills for regulating stress.

Training Objectives:

- Learn about stress and ways to cope while in the academy
- Recognize the importance of emotional intelligence
- Distinguish between healthy and unhealthy coping mechanisms
- Evaluate your resiliency traits and recognize weaknesses



# Training Courses (continued)



## Substance Abuse and Coping Strategies for First Responders

This training will cover the signs and symptoms of substance abuse, why first responders begin misusing alcohol and substances, and how to recognize negative coping skills. This training will teach about the prevalence of misuse and the negative physical, emotional, and physiological impact on the individual, department, peers, and family.

Training Objectives:

- Recognize signs and symptoms of alcohol and substance abuse
- Learn techniques to overcome a culture of stigma
- Identify the barriers many may feel when asking for assistance
- Review healthy coping skills and mitigation tools for stress



## Emotional Intelligence

Learn how to increase your insight into emotions, responses, and triggers. This course provides first responders with ways to improve their emotion regulation and identify disruptive thoughts. The information provided in this course can serve as both professional and personal development or support in helping friends, family, peers, and employees with their own emotional intelligence.

Training Objectives:

- Learn about first responder brain chemistry and socio-emotional responses
- Identify The ABCs of Emotions: Activating Events, Beliefs, and Consequences
- Explore common irrational beliefs and their effects
- Understand both emotional and social intelligence
- Develop self awareness, self management, and empathy
- Relationship building utilizing emotional intelligence leadership skills
- Shape positive perception of public safety in the community
- Create de-escalation plans with advanced communication skills



## Social Media Burnout

In today's fast moving digital world, social media can be addictive and detrimental to maintaining a healthy work-life balance. This course is designed to bring awareness about the negative implications of social media, and how process addiction leads to an uncontrollable urge to log on or use social media.

Training Objectives:

- Explore why people devote so much time to social media that it impairs their functioning in other important areas of life
- Learn how to manage the negative impact of compulsive patterns and symptoms of addiction
- Implement new techniques to find balance in a life that is surrounded by technology

# Training Courses (continued)



## Mission and Values for You and Your Team

Learn about how stress negatively affects health and life balance, and ways to improve your overall productivity. This course will help you effectively work with your team to create personal and professional goals that align with the greater mission and vision of your organization.

Training Objectives:

- Define how stress affects the whole person and impedes progress towards healthy personal and professional goals
- Learn ways effectively manage stress
- Analyze your personal and your team's mission, vision and values
- Strategize to align goals for a more productive team and organization



## Maintaining Leadership/Supervisor Boundaries

Leadership is rewarding, but it can be challenging when boundaries are not clearly defined and respected. This course will teach ways to enhance your natural leadership style while creating a plan that instills trust with your team.

Training Objectives:

- Define healthy personal and professional boundaries
- Understand how to effectively establish and manage boundaries
- Learn the role that boundaries play in leadership growth
- Create a plan to initiate boundaries that maintain trust in various types of relationships



## Blueline Families

Public safety wellness and job performance relies heavily on the support and connection that they experience at home. The more their family understands the work of law enforcement, the stressors of the job, and the way the career impacts their personal lives, the better the chance for healthy relationships and reduced stress on everyone. The inverse is true as well. Having an immediate family member in a law enforcement career is unique and challenging at times. This class is for the family of new recruits and seasoned public safety professionals.

Training Objectives:

- Learn ways to cope with job related stressors
- Explore tools to manage various types of stress
- Recognize mental health issues to prevent crisis or suicide
- Learn positive communication skills
- Discuss ways to stay physically and mentally well
- Discover how families can offer support

# Training Courses (continued)



## Evolution of Care

We will explore some best care practices for prevention through education, mitigation of traumatic stress, and intervention with support services for the first responder and their family. Department leaders will participate in an evaluation of their current wellness programs to increase effectiveness for all members within the department.

Training Objectives:

- Examine the causes, signs, and symptoms of post traumatic stress injuries
- Learn about secondary trauma and the effects on first responder and their families
- Prevention, mitigation, and intervention tactics that can be utilized to heal, prevent further damage, and create a new “Brain Health” culture
- Learn positive psychology, learned hopefulness, and healing memory
- Develop tools to create a proactive and responsive wellness program



## Finding Life Balance

In the busy career of public safety professional, you may find yourself struggling to maintain a healthy life balance. This course helps identify the dimensions of wellness and define your values in order to bring awareness of balance or unbalance in your life. You will analyze your value system, where you are flourishing and/or lacking to create a more balanced lifestyle that will ultimately improve your relationships, overall health, and mental wellness.

Training Objectives:

- Discover the dimensions of wellness
- Assess your values and current functioning
- Learn about new methods to improve your work-life balance and performance
- Analyze how balanced you are and what you can do to improve life balance



## The Effects of Burnout and Compassion Fatigue

This class is designed to raise awareness of burnout and compassion fatigue for public safety professionals. You will learn methods to minimize burnout and effectively cope with the effects of compassion fatigue.

Training Objectives:

- Identify signs of compassion fatigue, vicarious trauma, and burnout
- Learn about symptoms and associated behavior patterns
- Create strategies to regulate stress and healthy decompression activities

# Training Courses (continued)



## Wellness in the Workplace and At Leisure

This course is designed to promote wellness by providing you with a better understanding of the types of stressors that occur in your professional and personal life. You will be able to apply the skills you learn concerning diet, exercise, healthy habits, and the benefits of obtaining good sleep to maintain overall wellness.

Training Objectives:

- Understand different types of stress and effects on the body and mind
- How stress leads to depression
- The importance of good nutrition and exercise
- The impact of energy drinks and alcohol
- Resources when stressors surpass coping



## I Hear You

When you effectively communicate with family members, you are better able to share what you believe and learn how others feel. While you may not always agree, you can begin to understand more about the reasons *why they do what they do* or *say what they say*. This training will cover techniques to improve communication with your loved ones and increase overall respect in your home.

Training Objectives:

- Communication in relationships
- Healthy communication styles
- Effective communication strategies
- Strategies to improve relationships



## Mindfulness for Public Safety Professionals

Become the best version of yourself and learn how to become a well-minded person and organization. Through mindfulness training, you can improve your ability to regulate your nervous system while dealing with associated work and life stressors.

Training Objectives:

- Improve focus, awareness, and communication skills
- Increase mental flexibility to switch perspectives and find balance
- Decrease reactivity with self evaluation tools for emotional responsiveness
- Learn about useful techniques for breathing, meditation, and grounding

# Training Courses (continued)



## Communication and Teamwork

Effective teamwork and group communication are essential for your professional and personal success. This course will help you understand the important dynamics of group communication and learn how to put them into practice.

Training Objectives:

- Define communication styles and active listening skills
- Identify and overcome common communication challenges
- Learn about verbal de-escalation and advanced communication techniques
- Identify ways to positively impact interactions with your team



## Diversity in the Workplace

This course is geared towards understanding diversity and its relationship within social systems like public safety. By the end of this course, you will be able to define relevant terms within diversity, have an increased understanding of diversity, gain a new appreciation for differences, and refine communication skills you can use with coworkers and in the communities you serve.

Training Objectives:

- Define relevant terms for diversity
- Discuss the reciprocal impact of diversity and relevance working in public safety
- Learn effective tools for interacting with diverse sets of people



## Surviving Holiday Stress

The holidays can be a wonderful time of year, but they can also be overwhelming for first responder families. Many are faced with long shifts, difficult calls, and broken commitments. This course will help you identify the best parts of the season and ways to engage your family to make it memorable for everyone.

Training Objectives:

- Learn effective ways to manage holiday expectations for you and your family
- Effectively cope with struggles in the family system that can include grief, loss, marital discord, disconnection from family members and mental health issues
- Learn how to set healthy boundaries for commitments and holiday spending

# Training Courses (continued)



## Leadership Matters

Good leadership is essential to a successful organization. This 4-hour course is an introduction to the Legitimate Leadership educational series. Both seasoned and aspiring leaders will benefit from this comprehensive overview of leadership topics. This training will provide first responders with the tools they need to enhance their own personal leadership skills.

Training Objectives:

- Define positive leadership
- Discuss leadership and supervisory boundaries
- Review effective communication and teamwork strategies
- Distinguish differences in motivation styles
- Learn conflict management tools
- Identify destructive leadership patterns
- Establish and re-establish goals that align with the vision of the organization



## Time and Task Management

Managing your time is a key component in creating a personal and professional life that is less stressful and more intentional. In this course you will learn practical skills and strategies to increase effectiveness in your daily life as well as increase your awareness about how personality and behavior styles can impact time management.

Training Objectives:

- Explore the connection between time management and mental health
- Identify common challenges and tips to overcome those challenges
- Identify strategies for integrating effective time management skills



## Addiction and Recreational Drug Use: Substance Abuse Trends and Impact

This course introduces how to identify current trends in substance use, the consequences of use and how to begin recognizing when recreational use can lead to addiction.

Training Objectives:

- Learn about the current state of addiction
- Discuss the most common trends in substance use
- Identify the impact of the misuse of these substances
- Identify signs of when use can become an issue

# Training Courses (continued)



## Effectively Coping with Change

Change is constant and many find it difficult to cope with change. You may not recognize when you are overwhelmed and burned out early enough which can result in extreme stress and dysfunction. Learn about yourself, identify new ways to cope with change, and how to improve your adaptability to the ever-present stressors of life.

### Training Objectives:

- Identify common reactions to change and stress
- Learn about the mind body connection and neurophysiology
- Analyze behaviors associated with change
- Become aware of burnout and how to manage it better
- Practice strategies to improve focus
- Establish ways to promote resiliency and balance



## Basic Veteran Military Cultural Competencies for First Responders

This informative course equips first responders in all fields to better understand the unique aspects of the military and Veteran culture. Participants will learn about the different kinds of mental health conditions that afflict our military population, how to perform crisis stabilization and scene management with Veterans, and how to access national and local resources available to provide appropriate care.

### Training Objectives

- Public safety personnel will be able to appropriately identify Veteran and military members
- Recognize signs and symptoms of Veterans with mental health issues
- Identify Veterans in crisis
- Use learned officer safety skills to help stabilize and secure the scene
- Employ de-escalation techniques when applicable
- Know of appropriate resources to further assist Veterans



## Veteran Mental Health Identification for First Responders

This course is designed for law enforcement, fire, EMS and other public safety personnel who may encounter Veterans and military personnel in their communities. It covers the topic of Veteran specific mental health issues, risk factors for Veteran suicide, protective factors, and intervention strategies, and resources available to assist first responders with Veterans in crisis.

### Training Objectives:

- Signs and symptoms of Veteran PTSD
- Risk factors of suicide by military service members and Veterans
- In depth understanding of moral injury issues facing military and Veterans
- Protective factors for suicide prevention
- Resources available to assist first responders with Veterans in crisis

# Training Courses (continued)



## Moving Beyond Betrayal

Betrayal can be experienced in a variety of ways and can cause many to get stuck feeling like a victim that leads to resentment and reactivity. Whether it is with an organization, friendship or significant other, most of us can relate to the deep pain that betrayal can cause. This course will teach ways to heal, mend, and find a level of acceptance even if trust cannot be repaired. It will explore methods to build trust in all relationships you have at work, in social circles, and in your personal life.

Training Objectives:

- Define Trust, honor, loyalty, and many types of betrayals
- Learn about the impacts of betrayal trauma on memory and physiological responses
- Discover the skills and situations required to recover and heal
- Restore and rebuild trust with appropriate boundaries



## Peer Support Training for the First Responder Family

Using a similar approach for training peer support teams to develop supportive skills, this course is designed for the significant others and family members of first responders so they can be a strong family support system. This course will provide education about the culture, stressors of the job, and resilience. Participants will learn how to develop a family unit that feels connected, strengthen ties with other families in the department, and how a strong family team can aid in critical incident support.

Training Objectives:

- Confidentiality and appropriate self-disclosure
- Active listening skills and positive communication
- Techniques for crisis intervention, depression and suicide
- Coping with grief and Loss
- Trauma treatment modalities and benefits of therapy
- Alcohol and substance misuse



## Experienced Professionals

### Meet a Few of Our Team Members

Our team is comprised of seasoned professionals with decades of experience in providing health and wellness solutions. Every member is dedicated to providing culturally competent resources to the clients and departments we serve.



**Dr. Stephen Odom**  
PhD, MFT  
Founder and CEO



**Devin O'Day**  
Chief Development Officer



**Alana Negroni**  
M.S., LMFT  
Executive Clinical Director



**Dr. Shonna Hill**  
Psy.D., CECR, CFT  
Lead Clinician



**Tiffany Atalla, MFT**  
Director of Clinical  
Development and Training



**Jamie Williams**  
Fire Chief (Ret.)  
Trainer



**Patrick McCurdy**  
Police Sergeant/Deputy (Ret.)  
Public Safety Advocate



**Niki Stepanian**  
M.A., MFT  
Clinical Liaison



**Nick Bauer**  
Police Sergeant (Ret.)  
Critical Incident Lead



## A Proactive Approach to Wellness

### Next Steps

We appreciate the opportunity to provide you with an overview of our proposed services. We are available to further discuss any details and to help craft a more specific plan with pricing to ensure a strong and healthy partnership.

Please feel free to reach out with questions: [info@frhealth.com](mailto:info@frhealth.com)

[www.firstresponder-wellness.com](http://www.firstresponder-wellness.com)

[www.thecounselingteam.com](http://www.thecounselingteam.com)

[www.shiftwellness.com](http://www.shiftwellness.com)