

What would the best possible pre deployment psychological preparedness look like?

#9: developing an awareness of what is out there and what is working.

4: From a Surf Life Saving : Talking about scenarios is the best preparedness. Unpredictable stories - fogs on the beach to heart attacks in the car park offer great diversity for a scenario

14 - Psychological First Aid / being aware of all the resources available. Knowing you are part of a team - makes it easier to go into a situation.

Room 11 - previous experience to mentor those who are going, to help them prepare.

1. Debriefing - structured - after an stressful event

4: Supporting maturity and inexperience. Support is provided but reflection on the previous season is helpful. Reflecting on a year of growth is a great option. Talking about the previous experience may be helpful.

Room 11 - volunteers, managing the excitement of new members who can't wait to get to their first "big one".

Room 1 A team with a variety of experience to critical events
Talking about experiences - peer support

#9: Understanding the things that you can do to combat that sense of helplessness in terms of helping in the situation.



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13 need to be prepared to be flexible - be able to improvise, e.g. resources at staging areas/deployments - inform people before they go
13 - debrief with like responders - be on the same page, have comprehensive, standardised information
13 VCC = o

4. Preparing for 'tricky summers' high heat over four or more days can be a challenge. Reiterating these pieces will be supportive.

Room 11 - preparing new members for the deployment impacts on health holistically - don't separate physical and mental in the messaging and training.

Room 11 - difference between deployments to major incidents and regular events, need a constant effort to break down barriers to speak early, know what help is available within their agency, include these messages in after action reviews.

Group 3 - Turning out with well trained and experienced people is protective. Also have trust in leadership and each other.

4. For volunteers: Discussion in training about impact of trauma. Training is a key element for new recruits. Secondly, team and individual experiences can shape scenarios for training. Good experiences can counter negative ones in training.

14 - Knowing what happens after a shift is also helpful

13 - VCC - leadership at the top leads well, leaders attend meetings, training, newsletters allow for comments, availability

Positive examples are important to highlight.

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Group 3 - Knowing each other well - building relationships outside of fire seasons - allows us to pick up issues and provide support early

2. Educate people about triggers that could come up after event - also make them aware that this could be after a longer period of time

17. Leaders modelling what you expect other staff to be doing. 'Unhealthy leader equals unhealthy subordinates'

14 - building team cohesion. Awareness of support structures

4 Framing training around the way success looks is important as well as those 'hard to hear' stories.

Room 11 - the role of leadership on deployments, their empathy skills, selection of leaders and the selection of crews.

Room 1 : don't label people as being "brave" for being vulnerable and discussing mental health challenges

Room 7 - good sleep patterns through the ability to "switch off" and being able to leave work at work

#9: looking after yourself to look after others

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10 Do experiential resilience training

10 Briefings and debriefings

4> Negating the shame feeling if a volunteer needs to tap out is important.

13 more feedback from the people on the ground so those further up can understand what was experienced

4: Touching base early if we can see issues coming. "What we might encounter" Giving members confidence to tap out if they're not comfortable.

Room 11 - the key to preparedness, vulnerability is okay to express, learn from each other and break down stigmas. Show that you are human.

- Access to information early and through an event.- Confidence in your training and understanding your capability.- Maintaining physical health is very important.- Communication is key and being prepared.- Feeling in control of yourself.

17. Actively support staff to develop their own well-being plans. Needs procedures and guidance to focus on wellbeing

3. Teach about strategies about how to manage events - what can they face in that situation

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4. Mentoring - peer support

13 communications are like Chinese whispers, we are not good at it, poor comms lead to misunderstood expectations

Group 3 - a mindset that enables emergency workers to not take on blame/guilt but to stay focused on what they have achieved in any situation

4. General CFA training focusses on this kind of thing. This needs to be consistently delivered.

5. Should be part of training and development - general and part of peer support programs

Room 11 - do the work up front to get to know your crew when you deploy, find the shared experiences to build trust. On the way home, do the good work (on the bus) to debrief when you can.

17. Address the cultural issues that prevent individuals admitting they are struggling and avoiding help seeking

13 trust needs to be at the basis of everything

4. Set the scene. Pre-thought is important.



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2. Practical preparation - up to date training, skills and competency - this helps psychological preparedness

2. Resilience and self care (sleep, hydration)

17. Utilise champions in the work place who model good mental health strategies and are open about their experiences

4. Thinking and talking about your deployment and the impact it has on your family and your home if you're in a fire zone.

15. Psychological preparedness should involve, proper training including peer support

Group 3 - with experience able to recognise when not psychologically fit for a deployment. Need more leaders able to encourage this self-reflection and honesty.

#9 emergence of team based resilience processes so that people can really step in to support.

Room 11 - carefully recognise vulnerable people and look after them quietly. Don't point them out. Sometimes it needs an individual discussion and sometimes a group discussion. Context is everything.

15. Regular check ins with a mentor/tutor

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Room 1 : Leadership is so important - leaders need model healthy behaviours

2. Preparing home front - property, stock, family, children, communication (taking that element out of your mind- focus on job at hand)

4. Emotional intelligence in leadership

13 more trading in respect and acceptance, difference is not obstacle

Group 3 - more people trained in Peer Support across the organisation

Group 5. Create opportunities to prepare individuals that might respond, leaders and the community for what to expect at an incident, including having to be pulled out of a position (which can lead to guilt, frustration and depression)

4. Training people to speak up if they're not OK

4. Making the space psychologically safe

Experiential creation of culture based on emotional connection



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17. Individuals have responsibilities to maintain their own well-being (eg nutrition, sleep). They should be supported with education, reminders and leaders who model positive behaviours

15. Inform people of how to recognise triggers when not feeling well after a stressful event/post-deployment - also make sure they understand the timeframe of those symptoms coming up

Importance of peer connections

5. Create opportunities to foster relationships within agencies and between agencies to increase effective teamwork at incidents

5. As individuals, who might be called out to response: need to be well fed, slept and exercised, being mindful of other responsibilities in life. Self-care for the individuals responding and fatigue management, lead by leaders and the organisation

16 - engaging psychological first aid training- knowing you will be supported/back by leadership - clear lines of responsibility- building networks/relationships ahead of time- well supported peer programs- well resourced training

Room 11 - let's create a psychological briefing note we can share, use it before things happen to people, understand rumination and the impacts, we under prepare our people

4. Post deployment briefings

14 - spot triggers for stress, respond to triggers,



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Room 11 - Prepare people for the potential impacts of guilt and shame

Room 8 - build up physical fitness. Mind body interaction prepares you and exercise good for stress management
Room 8 - make space for teams to know each other Room 8 - be clear about what you are going into and roles and incident support

Room 6 - Mental health awareness and training programs that are short, sharp and tailored to assist all including vols. Précis and toolbox to draw upon. Leadership and culture needs to be enhanced, supportive, needs to be owned by all not just senior

Room 7 - mental health training and supporting people developed at all levels of leadership

Room 7 - self awareness of leaders and self care of leaders who are busy looking after others

room 1 Key areas of interest Must have strong leadership Limit exposure to trauma Tools to understand your own mental health "status" good organisational culture

5. Balancing health leadership with operational competency and incident safety

Room 7 - a good debrief at the end of the year

Room 7 - planning and building others through mentoring and succession planning - building others up as they develop experience



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Room 7 - listen, talk, and being curious - reflecting, reviewing and challenging the status quo post event



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