



Southeastern Minnesota Emergency Medical Services

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CRITICAL INCIDENT STRESS MANAGEMENT (CISM) TEAM

FACILITATOR JOB DESCRIPTION

The individuals who serve as CISM Facilitators must be sensitive to what people are experiencing. They must be good listeners as well as good observers.

At a debriefing, the role of the CISM Facilitator is to:

1. Convey stress responses are normal.
2. Promote an atmosphere which is positive, supportive, and caring.
3. Assure participants that everything said will be held in confidence.
4. Encourage the members to discuss freely their own responses and reactions to the incident.
5. Ensure no one is left out and no one dominates the debriefing.
6. Recognize the need for follow-up or referral.

A CISM Facilitator must be willing to:

1. Commit personal time for the initial training, regular meetings, continuing education programs, and debriefings.
2. Travel to other communities (sometimes on short notice) within the 11 counties of the SE Minnesota region.
3. Serve on a voluntary basis. However, mileage is reimbursed.