



Resilience Through De-escalation by Officer Sean Wyman



Agenda

Introduction

Introduction to TEAMS

Discuss De-escalation Techniques

Talk About Self Care and Resilience

Simple Exercises for Stress
Reduction

Q&A Time



Introductions

Name

Occupation

Expectations


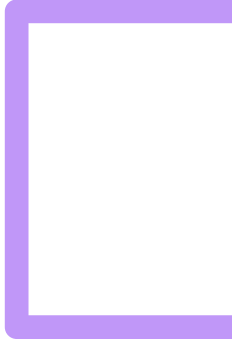


T.E.A.M. Unit

The Tallahassee Emergency Assessment Mobile Unit partners a Mental Health Counselor and a CIT trained Officer to conduct crisis interventions



Critical Incident Training C.I.T.

- Provides law enforcement officers with knowledge and skills to effectively interact with individuals experiencing mental health crises or substance abuse issues.
 - CIT training typically includes education about various mental health disorders, their symptoms, and the challenges individuals may face.
 - Emphasizes communication strategies tailored to individuals in crisis. Officers learn to use calming language, active listening, and non-confrontational approaches to de-escalate situations involving mental health issues.
 - Incorporates role-playing exercises and simulations. These scenarios involve interactions with individuals portraying different mental health conditions or substance abuse challenges.
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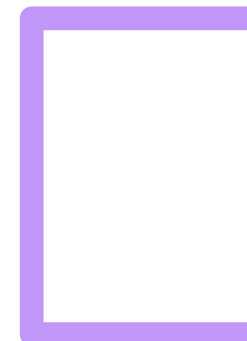
C.I.T. Continued

- Involve collaboration with mental health professionals, advocacy groups, and individuals with lived experience. This collaboration allows officers to learn directly from those who have faced mental health challenges and overcome them.
- Aims to reduce the stigma associated with mental health issues by providing officers with a deeper understanding of these conditions. The training helps combat stereotypes and biases that may affect interactions with individuals in crisis.
- Emphasizes the importance of connecting individuals in crisis with appropriate mental health services rather than resorting to arrest. Officers are trained to assess the situation and, when appropriate, facilitate referrals to mental health professionals or treatment programs.

C.I.T. Continued

CIT training seeks to enhance the overall effectiveness of law enforcement responses to mental health crises. It promotes a more compassionate and informed approach, ultimately contributing to improved outcomes for individuals experiencing mental health challenges and for the officers involved in these encounters.

CIT Trained Officer in Atlanta



Teen in Crisis





De-escalation

What does it mean to you?

De-escalation

De-escalation is a crucial approach in law enforcement and conflict resolution that prioritizes communication and strategies to defuse tense situations. It aims to minimize the use of force and promote a peaceful resolution when peace is an option.

Overall, the goal of de-escalation is to protect both citizens and law enforcement officers, reduce the likelihood of violence, and establish a foundation for long-term peacekeeping within communities.

Key Components of De-escalation

Communication: Clear, Calm, Respectful (C.H.O.R.D)

Active Listening: People want to be heard and understood

Assess the Situation: Identify risks, know the emotional state, identify triggers

Know the appropriate response

Presence and Body Language

Use of Time and Distance

Keys to Success

Training

Experience

Collaboration and Resources

After Action Reviews





What TPD Officers Attempt to Do:

Treat people with dignity and respect

We ask rather than tell

We explain why we are asking

We provide choices over threats

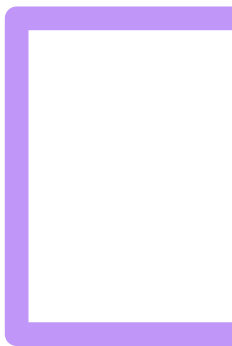
We offer chances for success



Does De-Escalation Work 100%

While de-escalation is effective with cooperative or non-violent individuals, there are instances where uncooperative subjects escalate encounters, necessitating the use of force options. Thus, the techniques outlined in this presentation may not be applicable in such situations beyond the officers' control, even though de-escalation remains the desired objective.

Its Not About the Nail





Beyond the Call



What We Are Doing To Improve Health and Wellness

Promote Self Care

Provide Training on PTSD, Trauma, Stress, and Suicide Prevention

Creating a “Its Okay to Not Be Okay” Culture

Establishing a Pro-Active Peer Support Team

Providing Resources and Incentives for Officers to Exercise





What We Are Doing To Improve Health and Wellness

Establishing a Wellness Committee that focuses on:

Finances

Mental Health

Fitness





What We Are Doing To Improve Health and Wellness

Partnering and Collaborating with Internal and External Resources to support our officers to include:

Employee Assistance Program Services

Second Alarm Project

Concerns of Police Survivors

Local Mental Health and Wellness Providers

Hired a Behavioral Health Coordinator





What Can You Do?

Preparation leads to Preservation.
Procrastination leads to
Devastation

Different Levels of Competency

Unconscious Incompetence: What you don't know you don't know.

Conscious Incompetence: You know and realize you need to act.



Conscious Competence: You know, and you take steps towards the action.

Unconscious Competence: Its automatic you don't have to think about it.



If You Want to Serve Others:

If you are a professional that serves others, and you are not taking care of yourself then it will be extremely difficult to serve those you are meant to serve.



Key Factors

Nutrition

Hydration

Rest

Exercise

Meditation

Stretching

Key Factors Continued

Positive Self Talk / Affirmations

Recognize triggers and learn how to control them

Establish positive coping mechanisms

Have pre-established internal and external resources

Who are the three top people you can call?

Exercises For Stress Reduction

Intentional Breathing:

In through the nose for 4 seconds, hold for 4 seconds, release out the mouth for 4 seconds, hold for 4 seconds, repeat a few times.



Cool Exercises for Stress Relief

Grounding: 5,4,3,2,1

5 things you see

4 things you hear

3 things you feel

2 things you smell

1 thing you taste





Cool Exercises for Stress Relief

Posing Tensing Flexing Tapping:

Superhero Pose

Breathing and tensing the whole body or specific areas of the body

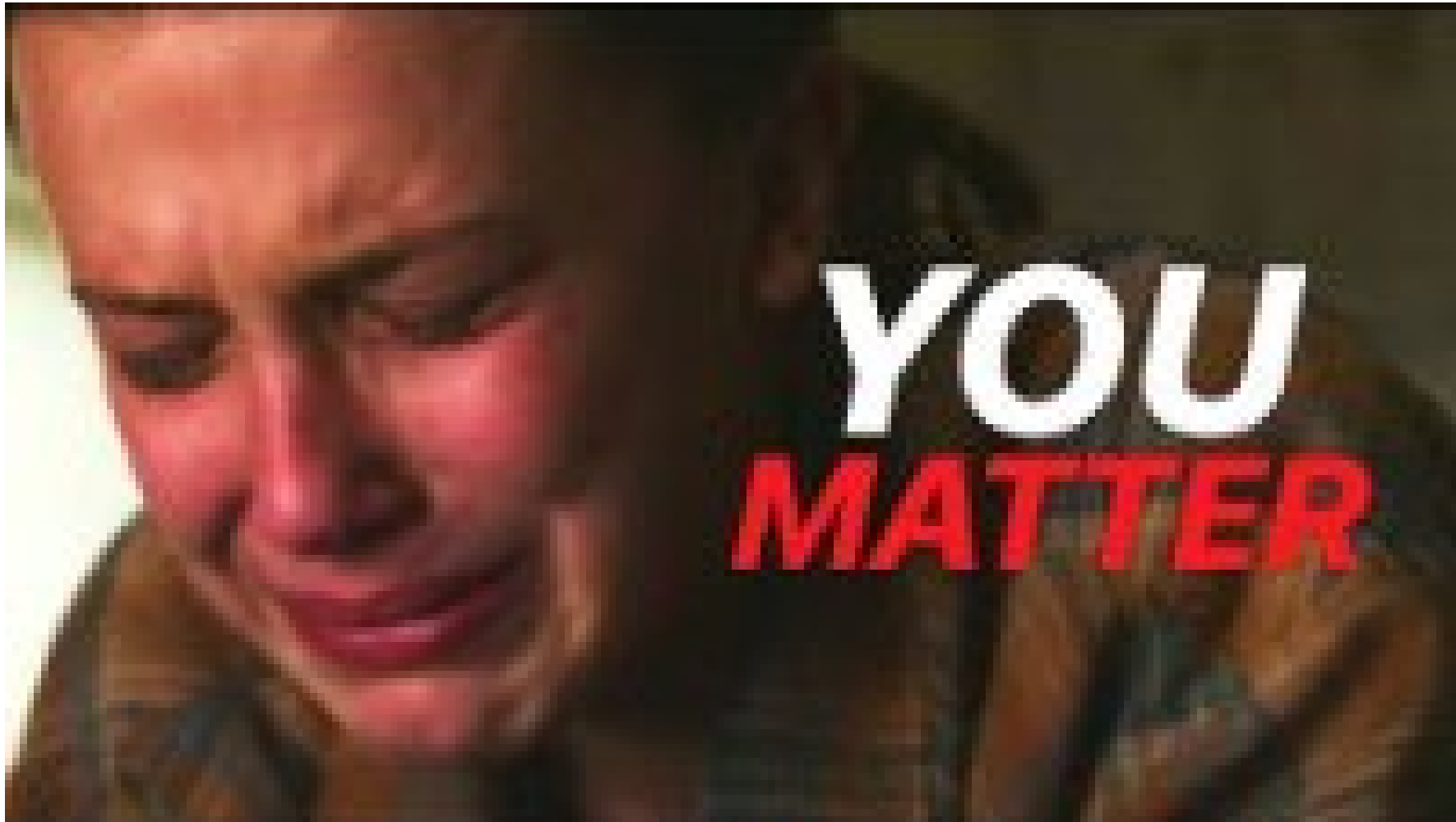
Body Builder Flex

Tapping your fingers

Wall Push



You Matter





Q&A

Now Its Your Turn!



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