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## First Responder Wellness Program Exemplar Process

### Hiring & Onboarding

- ★ Pre-employment screening utilizing the MMPI-2-RF
- ★ Hire candidates equipped to manage job stressors, pressures, and demands
- ★ Onboard new hires with access to specialized training and resources including first responder resilience development, trauma education, and stress management toolkit

### Wellness Culture

- ★ Access to specialized first responder wellness support throughout the entire career
- ★ Promotion of a strong wellness culture at all levels of the organization
- ★ Wide range of high-quality support resources available throughout the career trajectory and beyond (examples include chaplain, family, peer and professional support resources)

### 24/7/365 Resources

- ★ Confidential, rapid, on-demand access to support resources:

*Alcohol Abuse  
Anger Management  
Behavioral Health  
Compassion Fatigue  
Critical Incidents  
Depression  
Emotional Health  
Family Support  
Financial Fitness  
Grief and Loss  
Healthy Habits  
Injury Prevention  
Making Marriage Work  
Mental Toughness  
Mindfulness  
Nutrition  
Peak Performance  
Peer Support  
Physical Fitness  
PTSD  
Psychological 1st Aid  
Relationship Success  
Resilience Development  
Self-Care Best Practices  
Sleep Optimization  
Stress Management  
Suicide Prevention  
Trauma  
Work-Life Balance*

### Dedicated Support

- ★ High-quality, experienced therapists sharing a strong commitment to helping first responders
- ★ Easy to access, flexible, and strictly confidential
- ★ Professional support for a wide range of issues that may interfere with work if unaddressed (examples include critical incidents, PTSD, life stress, marital conflict, divorce, anger, grief, and more...)

### Program Coordination

- ★ Coordination and liaison with peer support programs to facilitate training and professional support referrals
- ★ Assistance with implementing a new peer support program if needed
- ★ Family outreach and best practices for helping maximize first responder wellness, marital success, and long-term family support

### Critical Incidents

- ★ Tools to help prepare first responders for the stress of critical incidents
- ★ Training on factors that affect critical incident severity
- ★ Best practices for first responder self-care following critical incidents
- ★ Strong and timely support following critical incidents