

CopsAlive.com and

The Law Enforcement Survival Institute

Present: Single Topic Roll Call Training Sessions

Ten Minute Roll Call Training - Discussion Guide RC10m: “The Police PTSD Paradox”

Ten Minute Roll Call Training (RC10m)

Written by: CopsAlive.com editor John Marx – visit: www.CopsAlive.com

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RC10m = Ten Minute Training for Roll Call **Instruction Sheet**

The RC10m's are, ten minute, Single Topic Training sessions designed to enable you to provide short but powerful training on a variety of topics in as little as ten minutes. This makes it easier to fit training into busy shift schedules and give officers a chance to discuss important, job related or self improvement topics. I learned this technique from a department store manager, who would hold short, ten to fifteen minute "stand-up" meetings with all her employees right before their store opened every morning. They would gather in a central location, in their case, at the bottom of the main escalators and discuss important topics of the day. Part of the meeting was to discuss their weekly advertising or that of their competitors. They would use some time to recognize the achievements of fellow employees and award accomplishments. Frequently the manager would ask employees to conduct job specific training, and sometimes they would bring in outside trainers like me. It was always a challenge to reduce my topics to ten minutes, but the manager assured me that if I focused on one or two key points I could finish on time and the employees would absorb the information and still have a thirst for more. I found that she was correct and that it stimulated a curiosity in the employees so that some of them would seek out further information on their own. I enjoyed this approach, and found it to be so effective that I now encourage everyone in all of my training session to law enforcement and the private sector to try it. The last part of the meeting was a short pep talk by the manager to motivate her employee's right as they opened for that day's business.

I encourage you to try this technique as well. The sessions do not have to be formal and don't have to be lead by a supervisor. They are designed to be quick discussions in a quick and casual format conducive to learning and growth. I have designed many preformatted programs based upon topics I feel are important to an officer or department's planning to have safe, happy and healthy careers. I have also created a blank worksheet so that you can use the structure to create your own training sessions on topics that are important to you or your organization.

Each program has these categories: Topic Area, Key Points, Discussion Questions, an Activity, Homework, and Follow-up activities.

Key Points: Limit to the most important points for one roll call, cover others tomorrow!

Discussion Questions: These should provoke thought about what is important to your team.

Activity: This gets everyone involved at their own pace and with their own learning style.

Homework: This challenges them to go further on an important topic when they have more time.

Follow-up: If people want additional information, this is a source they might use to learn more.

Please experiment with this concept and let me know what you think. I always welcome your feedback!

John Marx, editor of www.CopsAlive.com

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LESI RC10m “Ten Minute - Roll Call Training”

Topic: "The Police PTSD Paradox"

The Police PTSD Paradox is a crisis created by the fact that we all know that stress can disable or incapacitate us on the job, but when that happens to one of our own we defy logic and begin to shun them. The crisis is not that police officers are getting PTSD, the crisis comes when agencies don't know how to help an officer with PTSD and they treat them poorly, or worse, throw them away. The assumption is that we deserve better.

Key Points:

1. There are many "hidden dangers" in law enforcement like alcoholism, divorce, police officer suicide, heart disease, prescription drug abuse, cancer, officer domestic violence, financial mismanagement and other issues caused by the excessive stresses of the job.
2. One researcher found that 12-35% of police officers in the United States suffer from Post Traumatic Stress Disorder (PTSD) while researchers in the United Kingdom found a prevalence rate of 13% for PTSD symptoms amongst suburban police officers.
3. PTSD is only one of the most severe forms of debilitating stress disorders other ailments that affect law enforcement professionals include disorders caused by cumulative stress and clinical depression.
4. We as a profession need to address how we will deal with the root causes of these symptoms: excessive stress and how we as organizations will handle employees suffering from these effects.
5. We as an organization need to prepare ourselves adequately to help our peers who suffer from these issues. We need adequate policies, medical and mental health support, insurance, leave and disability packages to handle these issues.

Discussion Questions:

1. Do we have an example of how excessive stress has hurt someone in our organization?
2. How did, or how will our agency, respond to an employee who is suffering from the effects of excessive stress on the job?
3. What can we as peers do to help each other in these situations? Many officers won't disclose problems for fear of a negative reaction or disciplinary action by management or rejection by their peers.
4. What can we as an organization do to better prepare our systems for these situations?

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Activity:

If you don't have a current example of how your organization handles someone dealing with severe stress issues, create a fictional case study, and conduct a table top dissection of how well your organization responds to such a crisis. If the outcome indicates that you are not prepared to help someone, then you should start brainstorming some solutions now.

Homework:

Do some research on your organization's policies, insurance programs, medical or mental health treatment systems, medical leave program, and disability insurance for officers affected by excessive stress from the job.

Follow-up:

Hold a follow-up discussion with the same or a larger group and discuss both your findings and recommendations for improving your organizations response to an employee's cry for help.

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LESI RC10m “Ten Minute - Roll Call Training” Worksheet

Topic:

Key Points:

- 1.
- 2.
- 3.
- 4.
- 5.

Discussion Questions:

- 1.
- 2.
- 3.
- 4.

Activity:

Homework:

Follow-up:

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