

Stress First Aid Implementation Guide

Step 1: Select your Stress First Aid (SFA) Leadership Team

- Watch the Schwartz Center's SFA Overview on the Member Website to ensure that SFA is an organizational fit.
- Use the SFA Team Description to identify your SFA Leadership Team: Clinical Leader, Project Manager, SFA Trainer(s).

Step 2: Participate in the SFA Training of the Trainer (SFA TTT)

- Use the Schwartz Center Member Website to register your SFA Leadership Team for an upcoming Training of the Trainer.
- Completing the SFA TOT will include 5 hours of online training and implementation guidance with a Schwartz Center Member Experience Advisor.
- Additional training resources are available on the Schwartz Center Member Website.

Step 3: Introduce the Model and Determine an Implementation Plan

- Use the 60-minute SFA Overview training or the Schwartz Center's SFA slide deck to brief key organizational stakeholders on the model.
- Determine next steps for rolling out the model in your organization. Choose a roll-out plan that is best suited for your organization. For example, you may decide to start by:
 1. Training everyone in the organization simultaneously.
 2. Training a specific department or program.
- Use the Implementation Worksheet on the Schwartz Center Member Website to determine SFA Implementation strategies, opportunities, and milestones.

Step 4: Select an SFA Peer Support Team

- Select an 8-10 member SFA Peer Support Team who will champion SFA during roll out and beyond. This team could be an existing peer support team or a new team.
- Ask the SFA Peer Support Team to access the SFA Overview Training on the Schwartz Center Member website.
- Meet with the SFA Leadership Team and Peer Support Team to:
 - o Make introductions and explain your backgrounds, credentials, and role.
 - o Explain how the SFA Model will fit with existing organizational/peer support models.
 - o Describe plans for SFA Implementation and the role that the SFA Peer Support team will play in implementation.
 - o Make plans together on how often and how best to meet.
 - o Discuss your general availability for questions.
 - o Agree on action items or next steps

Step 5: Implement Training

- Training will be scheduled with support from the Clinical Leader and the SFA Project Manager according to the implementation plan.

- SFA Trainers will use the resources available on the Member Website to train hospital staff according to the implementation plan.
- Training can be assigned via the member website (recorded webinar) or trainers may use the slide deck to facilitate in-person training.
- Training for SFA should be incorporated into new employee onboarding.

Step 6: Ongoing Support

- The SFA Leadership Team will continue to manage staff trainings on SFA and meet regularly with the SFA Peer Support Team.
- During each call/check in, discuss successes, challenges, concerns, and questions that the team leads may have about implementation of the model.
- As a member of the SFA Team, you will listen empathically and help others to problem solve. While you cannot solve problems for others, you can help them brainstorm solutions and consider alternatives with SFA techniques.
- The SFA team will offer SFA support to others and may consider posting/sending an email of resources available to them within your workplace (e.g., occupational health, support groups, webinars).