

MDT ACTION PLAN For Addressing Work-Related Trauma Exposure

Assessment & Training	Already in place	Implement in next 6 months	Implement in next 12 months	Implement later
Individual assessment (ProQOL)				
Organizational assessment (STS-Informed Organizational Assessment)				
Annual training agenda				

For Supervisors	Already in place	Implement in next 6 months	Implement in next 12 months	Implement later
Supervisors enforce ground rules				
Question guide to facilitate reflection and self-awareness				
Specialized training for supervisors				
Formal support for supervisors				

Policies & Procedures	Already in place	Implement in next 6 months	Implement in next 12 months	Implement later
Create Value Statement				
Create Ground rules & hold MDT members accountable				
Include information re. STS/VT in MDT Orientation				
Policies for symptomatic employees				
Benefits package/MH benefits/EAP knowledgeable in STS				
Crisis Plan				

Organizational Culture	Already in place	Implement in next 6 months	Implement in next 12 months	Implement later
Know & discuss your "WHY"				
Develop a purpose statement				
Clearly Define Roles and Responsibilities				
Educate team members on processes of other agencies				
Create physical safety				
Create psychological safety (enforce ground rules)				
Pleasant work environment				
Create debriefing process				
Celebrations/Rituals				
Regularly remind team members of the "WHY".				