

THE COUNSELING TEAM

SERVING THOSE WHO SERVE

2026

TRAINING COURSE CATALOG

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BASIC PEER SUPPORT

Full Title: Basic Peer Support

Length Options: 2 days (16 hours) Essential Information
3 days (24 hours) Classic Full Course
5 days (40 hours) Full Course with Extensive Skill Rehearsal

Audience: New Peer Support Team Members
Peer Support Teams Needing Full Refresher Training

Course Description:

This course provides first responder personnel with foundational knowledge and practical skills to establish, participate in, and sustain effective peer support programs. This training focuses on the essential elements of peer support, behavioral health awareness, intervention skills, crisis response, and wellness. The legal and ethical aspects of peer support are reviewed. Participants will engage in interactive lectures, case studies, and scenario-based role-play exercises. The course is designed to prepare attendees to confidently support peers in both day-to-day stress management and during critical incidents, while maintaining ethical and legal standards and personal well-being.

Learning Objectives:

By the end of this course, participants will be able to:

- Explain the role and value of peer support in first responder settings.
- Identify common behavioral health challenges in public safety work.
- Demonstrate core peer support skills of active listening and effective communication.
- Recognize distress and suicide risk and use appropriate referral steps.
- Apply strategies to support peers with stress management and during critical incidents.

ADVANCED PEER SUPPORT

Full Title: Advanced Peer Support

Length Options: 2 days

Audience: Peer Support Team Members With 6-12 Months Experience

Course Description:

This course builds upon the foundational skills learned in the Basic Peer Support course and is intended for first responders who have served in a peer support role for 6 to 12 months. Participants will review essential peer support concepts while advancing their knowledge and skills in crisis intervention, suicide assessment, and intervention techniques. Attendees will engage in case discussions and experiential exercises designed to strengthen their ability to navigate complex peer support situations. The course also emphasizes strategies for self-care and promoting wellness within peer support teams.

Learning Objectives:

By the end of this course, participants will be able to:

- Demonstrate advanced communication skills during high-stress or crisis situations.
- Apply crisis intervention and suicide assessment techniques to respond to risk.
- Evaluate complex peer support scenarios using case discussion and practical exercises.
- Use self-care to prevent burnout while serving in a peer support role.
- Work collaboratively within a peer support team to promote wellness

EXECUTIVE PEER SUPPORT

Full Title: Executive Peer Support

Length Options: 2 days

Audience: Executive Staff

Course Description:

This course is designed for executive and command-level staff seeking to understand, support, and sustain peer support programs within their agencies. Participants will gain insight into the purpose and structure of peer support, best practices for program development, and the critical role of leadership in fostering a culture of wellness. Attendees will explore the behavioral health challenges faced by first responders and learn how peer support teams help mitigate the effects of stress, trauma, and critical incidents. Emphasis is placed on promoting organizational wellness that begins with leadership and includes support for executive well-being.

Learning Objectives:

By the end of this course, participants will be able to:

- Explain how leadership supports and sustains peer support programs.
- Identify key behavioral health challenges faced by first responders and how peer support helps.
- Evaluate their agency's wellness culture and identify ways to strengthen psychological safety and trust.
- Apply leadership practices that enhance peer support teams, including policy, confidentiality, and oversight.
- Develop strategies to support executive wellness and model healthy leadership behaviors.

GROUP CRISIS INTERVENTION (CISM)

Full Title: Group Crisis Intervention (CISM)

Length Options: 2 days

Audience: Peer Support Team Members
Clinicians
Anyone Involved In Critical Incident Response

Course Description:

This course is designed to present the core elements of a comprehensive, systematic and multi-component crisis intervention curriculum, the Group Crisis Intervention course will prepare participants to understand a wide range of crisis intervention services. Fundamentals of Critical Incident Stress Management (CISM) will be outlined, and participants will leave with the knowledge and tools to provide several group crisis interventions, specifically demobilizations, defusings and the Critical Incident Stress Debriefing (CISD). The need for appropriate follow-up services and referrals, when necessary, will also be discussed.

Learning Objectives:

By the end of this course, participants will be able to:

- Describe the goals of CISM and the role of group crisis interventions
- Distinguish between key intervention types such as RITS, CMB, Defusing, and CISD.
- Demonstrate facilitation skills that support safe, effective group discussions after critical incidents.
- Recognize common stress reactions and know when additional support or referral is needed.
- Apply strategies that promote recovery, resilience, and team cohesion after critical events.

CISM FOR SUPERVISORS

Full Title: CISM for Supervisors

Length Options: 4 hours

Audience: Supervisory Staff

Course Description:

This course gives supervisors a practical overview of Critical Incident Stress Management (CISM) and the ways critical incidents affect first responders. Participants will learn to recognize common emotional and behavioral reactions to trauma, identify signs of distress in their personnel, and support healthy recovery. The course also reviews key group crisis response tools—including Crisis Management Briefings (CMB), Defusings, and Critical Incident Stress Debriefings (CISD). Supervisors will leave better prepared to support their teams and help build a culture of wellness and resilience within their agency.

Learning Objectives:

By the end of this course, participants will be able to:

- Describe how critical incidents impact first responders.
- Recognize signs of distress and trauma-related reactions.
- Identify key CISM tools such as CMB, Defusing, and CISD.
- Apply basic strategies to support team recovery after critical events.

FIRST TO RESPOND, LAST TO SEEK HELP

Full Title: First to Respond, Last to Seek Help

Length Options: 2 hours

Audience: All First Responder Groups

Course Description:

First responders are trained to move toward danger, but they are rarely given space to recover from the cumulative impact of what they see, hear, and experience. First to Respond, Last to Seek Help is an introductory course that opens an honest conversation about mental health and wellness in public safety and the growing need for support that truly fits first responder culture. Using clear data, basic neuroscience, and real stories from the field, this course reviews the ways stress, trauma, and workplace culture affect the well-being of responders. The course breaks down stigma, explores why seeking help is often delayed, and offers practical steps for creating a culture where wellness is viewed as readiness, not weakness.

Learning Objectives:

By the end of this course, participants will be able to:

- Describe how stress and trauma affect first responders.
- Explain how stigma and workplace culture can make it hard to seek help.
- Identify practical steps departments can take to support a culture of well-being.
- Name available support options and understand why culturally informed care matters.

MENTAL HEALTH MAYDAY

Full Title: Mental Health Mayday
Tools for Managing Critical Incident Exposure

Length Options: 4 hours

Audience: All First Responder Groups

Course Description:

This course teaches first responders practical skills to handle the immediate and lasting effects of traumatic events. Participants learn how the brain and body respond under extreme stress, how to recognize signs of overload, and how to use simple, tactical tools—such as grounding, controlled breathing, and reset techniques—to regain control and support recovery. The course provides straightforward strategies responders can use on scene, in the station, or at home to reduce stress impact and maintain overall wellness.

Learning Objectives:

By the end of this course, participants will be able to:

- Identify how critical incidents impact the brain and body.
- Recognize signs of stress overload during and after incidents.
- Use practical tools such as grounding, tactical breathing, and reset techniques.

ADDICTION AWARENESS IN PUBLIC SAFETY

Full Title: Addiction Awareness in Public Safety

Length Options: 4 hours

Audience: All First Responder Groups

Course Description:

This course examines how addiction can develop in public safety as a coping response to chronic stress, trauma exposure, and cultural norms within the profession. Participants will learn how the hypervigilance cycle, disrupted sleep, and cumulative stress increase vulnerability to addictive behaviors. Through education, case examples, and practical tools, the course helps first responders recognize early warning signs in themselves and their peers, understand the often unseen impact on families and workplace performance, and explore healthy, sustainable alternatives to numbing behaviors.

Learning Objectives:

By the end of this course, participants will be able to:

- Explain how stress and trauma contribute to substance use in first responders.
- Recognize early warning signs and risk factors for substance misuse.
- Distinguish between substance use, misuse, and addiction.
- Identify ways to reduce stigma and encourage help-seeking.
- Use evidence-based strategies to support peers who may be struggling.

SUICIDE PREVENTION & INTERVENTION

Full Title: Suicide Prevention & Intervention

Length Options: 4 hours
8 hours

Audience: All First Responder Groups

Course Description:

This course equips first responders with essential knowledge and practical skills to recognize and respond to suicide risk among peers, colleagues, and members of the public. Participants will learn to identify common warning signs, understand contributing factors unique to the first responder profession, and dispel myths and misconceptions surrounding suicide. The training emphasizes effective communication and assessment strategies to evaluate risk and lethality, ask critical questions, and intervene safely during a crisis. Participants will also learn how to connect individuals with appropriate resources and support systems. The course promotes a culture of compassion, awareness, and proactive prevention within the first responder community.

Learning Objectives:

By the end of this course, participants will be able to:

- Identify myths, risk factors, and warning signs of suicide in first responders.
- Conduct a basic suicide risk assessment and evaluate safety concerns.
- Use effective communication skills when speaking with someone expressing suicidal thoughts.
- Apply intervention and de-escalation techniques and connect individuals to appropriate support.
- Support a culture that reduces stigma and encourages early help-seeking.

BURNOUT & COMPASSION FATIGUE

Full Title: Burnout & Compassion Fatigue

Length Options: 4 hours

Audience: All First Responder Groups

Course Description:

This course is designed to increase awareness of burnout and compassion fatigue among those working in public safety. Participants will explore the causes and signs of occupational stress, burnout, and secondary trauma, along with the impact of these experiences on personal well-being and professional performance. The course provides practical strategies for prevention, early recognition, and effective coping, helping participants build resilience and maintain long-term wellness in both their personal and professional lives.

Learning Objectives:

By the end of this course, participants will be able to:

- Define burnout, compassion fatigue, and secondary traumatic stress.
- Recognize signs of burnout and compassion fatigue in themselves and others.
- Use evidence-based coping strategies to manage stress and maintain balance.
- Create a personal self-care plan to support long-term wellness.

OPERATIONAL WELLNESS: A 360° APPROACH

Full Title: Operational Wellness: A 360° Approach

Length Options: 4 hours

Audience: All First Responder Groups

Course Description:

This four-hour course is designed to enhance employee wellness by helping public safety professionals understand the unique stressors that impact both their professional and personal lives. Participants will learn practical strategies to support overall well-being by examining eight dimensions of wellness. The course emphasizes proactive approaches to maintaining physical and mental health, fostering resilience, and promoting long-term wellness within the public safety community.

Learning Objectives:

By the end of this course, participants will be able to:

- Identify key occupational and personal stressors affecting public safety professionals.
- Explain the eight dimensions of wellness and their role in overall health.
- Apply practical strategies to improve daily habits and support health.
- Create a personal wellness plan to support resilience and long-term health.

RETIRE WELL

Full Title: Retire Well: Building a Plan for a Healthier Retirement

Length Options: 8 hours

Audience: First Responders Within 5-10 Years Of Retirement

Course Description:

This course goes beyond traditional retirement preparation by addressing the whole person—not just financial readiness. Designed for public safety professionals approaching or considering retirement, the course provides tools to rediscover identity, passion, and purpose while fostering a strong sense of stability and fulfillment. Emphasizing the eight dimensions of wellness, participants will learn strategies to support mental health, strengthen relationships, and maintain physical and emotional well-being. Through guided discussion and self-reflective activities, attendees will gain practical insights to ensure that the transition into retirement is not only successful, but deeply rewarding and meaningful.

Learning Objectives:

By the end of this course, participants will be able to:

- Identify common emotional and social challenges during the transition to retirement.
- Use the eight dimensions of wellness to support balance and fulfillment.
- Recognize ways to rediscover identity, purpose, and meaning beyond the job.
- Apply proactive strategies to support long-term well-being in retirement.

WELLNESS COORDINATOR

Full Title: Wellness Coordinator

Length Options: 5 days

Audience: Wellness Coordinators
Employees Overseeing Wellness Services
Peer Support Leaders
Employees Involved In Wellness Programs

Course Description:

This five-day course is designed for first responders serving as Wellness Coordinators and for agencies seeking to develop or enhance a comprehensive wellness program. Participants will explore the critical role of the Wellness Coordinator in promoting cultural change, supporting employee well-being, and implementing sustainable wellness initiatives across all levels of the organization. Key topics include emotional wellness, suicide prevention and intervention, and assessing an agency's overall culture of wellness. Through interactive instruction, group projects, and hands-on learning, participants will gain a practical understanding of the eight dimensions of wellness—occupational, intellectual, environmental, financial, social, physical, spiritual, and emotional—and learn evidence-based strategies to build a healthier, more resilient workforce.

Learning Objectives:

By the end of this course, participants will be able to:

- Explain the role and responsibilities of a Wellness Coordinator.
- Evaluate an agency's wellness culture using the eight dimensions of well-being.
- Use evidence-based strategies to support emotional wellness, suicide prevention, and resilience.
- Collaborate with leadership and peer teams to strengthen a culture of health and engagement.

FAMILIES ON THE FRONTLINE

Full Title: Families on the Frontline

Length Options: 4 hours

Audience: First Responders & Their Spouses/Partners

Course Description:

This course helps first responder couples strengthen their well-being, communication, and connection. Couples learn about the unique stressors of public-safety work, how operational stress affects relationships, and why communication changes under pressure. Through discussion, videos, and practical exercises, partners learn to recognize stress responses, how to interrupt unhelpful patterns, and create healthier routines at home.

Learning Objectives:

By the end of this course, participants will be able to:

- Describe how first responder work impacts family life and relationships.
- Use effective communication skills to strengthen connection and reduce conflict.
- Apply coping tools and strategies to support resilience at home.
- Identify resources and support options for first responders and families.

S.O.S. - SIGNIFICANT OTHER SUPPORT

Full Title: S.O.S. - Significant Other Support

Length Options: 4 hours

Audience: First Responder Spouses & Partners

Course Description:

This course is designed for the significant others and partners of a first responder to help them understand the unique challenges of public safety life and its impact on relationships and family dynamics. Participants will explore how the demands of shift work, exposure to trauma, and operational stress can affect communication, connection, and emotional well-being. Through interactive discussion and practical strategies, attendees will learn ways to strengthen resilience, improve communication, and maintain balance during times of stress or separation. The course emphasizes self-care, mutual support, and building healthy, enduring relationships within the public safety lifestyle.

Learning Objectives:

By the end of this course, participants will be able to:

- Describe how public safety work can affect family relationships.
- Recognize signs of emotional strain or disconnection.
- Use communication and coping strategies to strengthen connection.
- Apply self-care and resilience practices to support well-being.

DIDN'T SEE THE COURSE YOU WANT?

ASK US ABOUT OUR CUSTOM TRAINING COURSES!

Consult with our training staff to design a course that meets your department's needs.

Email:
Training@TheCounselingTeam.com

Call:
1-800-222-9691

RETREATS & WORKSHOPS

The following wellness retreats and leadership workshops are offered throughout the year at Eagle Creek, our private training and wellness center in Idyllwild, California. Each program is designed to support the psychological health, leadership effectiveness, and long-term resilience of first responders and their families.

Team Retreats

Peer Support Team Retreat (3 Days / 2 Nights)

This workshop is designed for Peer Support Team members who routinely support others through critical incidents, cumulative trauma, and occupational stress. Participants will step out of their support role and focus on their own restoration and resilience. Alongside their peer support colleagues, attendees will strengthen stress-management skills, enhance mental performance using evidence-based mitigation strategies, and develop a personalized wellness plan.

By the end of this retreat, participants will be able to:

- Identify the impact of cumulative and secondary trauma on peer supporters.
- Apply evidence-based stress regulation and recovery strategies.
- Develop a personalized wellness plan to prevent burnout and sustain resilience.

Wellness & Team Building Retreat (3 Days / 2 Nights)

Designed for first responders, professional staff, and organizational leaders, this workshop focuses on reducing stress, strengthening resilience, and improving team functioning. Many high-performing professionals are accustomed to suppressing fear, grief, guilt, and fatigue while continuing to perform under pressure. This program provides tools for healthy emotional processing, nervous-system regulation, and sustainable performance, supporting both individual wellness and organizational effectiveness.

By the end of this retreat, participants will be able to:

- Recognize stress patterns that affect wellness and team functioning.
- Practice emotional processing and nervous-system regulation skills.
- Strengthen resilience strategies that support cohesion and performance.

Wellness Retreats

Trauma & Resilience Retreat (4 Days / 3 Nights)

Developed by clinicians specializing in traumatic stress injuries, this immersive workshop provides education, structured healing, and practical coping strategies for first responders impacted by occupational trauma. Participants will engage in guided trauma-informed treatments to address personal and professional stressors, build emotional regulation skills, and support long-term recovery and performance.

By the end of this workshop, participants will be able to:

- Describe the effects of occupational trauma on recovery and performance.
- Use trauma-informed coping and emotional regulation tools.
- Establish a long-term resilience and healing framework.

Peer Support Resilience Retreat (3 Days/2 Nights)

This workshop is designed for any Peer Support Team Member who routinely supports others through critical incidents, cumulative trauma, and occupational stress. Participants will step out of their support role and focus on their own restoration and resilience. Alongside peer support members from various agencies, attendees will strengthen stress-management skills, enhance mental performance using evidence-based mitigation strategies, and develop a personalized wellness plan.

By the end of this workshop, participants will be able to:

- Identify the impact of cumulative and secondary trauma on peer supporters.
- Apply evidence-based stress regulation and recovery strategies.
- Develop a personalized wellness plan to prevent burnout and sustain resilience.

Executive & Leadership Workshops

Fire Chief Resilience Workshop (3 Days / 2 Nights)

This exclusive workshop for Fire Chiefs addresses the unique demands of leading an organization responsible for life-saving operations and public trust. Chiefs often carry significant emotional and operational burdens with limited peer-level support. This program provides a confidential environment to strengthen personal resilience, refine leadership capacity, and develop balanced assertiveness that promotes trust, credibility, and stability throughout the department.

By the end of this workshop, participants will be able to:

- Recognize executive-level stressors unique to Fire Chiefs.
- Apply resilience and balanced leadership strategies under pressure.
- Develop a wellness-based leadership plan that promotes stability and trust.

Police Chief & Sheriff Resilience Workshop (3 Days / 2 Nights)
Designed for Police Chiefs and Sheriffs, this workshop acknowledges the isolation and pressure associated with executive leadership. Participants work alongside peers who understand the realities of command-level decision-making. The program focuses on strengthening personal resilience, leadership effectiveness, and organizational trust through peer dialogue, reflection, and evidence-based resilience strategies.

By the end of this workshop, participants will be able to:
- Identify the effects of command isolation and chronic operational stress.
- Apply evidence-based resilience practices to sustain leadership effectiveness.
- Strengthen organizational trust through wellness-centered leadership approaches.

Command Staff Resilience Workshop (3 Days / 2 Nights)
This workshop brings together leaders across command-level roles to strengthen leadership performance and organizational health. Participants focus on emotional intelligence, resilience under pressure, and effective communication while cultivating the balance of assertiveness and compassion that fosters trust at every level of the organization. Attendees leave better equipped to lead with clarity, confidence, and credibility.

By the end of this workshop, participants will be able to:
- Demonstrate emotional intelligence and resilience under pressure.
- Improve communication practices that build trust and cohesion.
- Balance assertiveness and compassion in order to lead with credibility and clarity.

INTERESTED IN A CUSTOM DESIGNED RETREAT?

Examples of prior custom retreats include: Honor Guard Retreat, First Responder Spouses & Partner's Retreat, Coroner's Wellness Retreat

Consult with our training staff to design a specialized retreat for your group.

Email: Training@TheCounselingTeam.com

Call: 1-800-222-9691