"Pre-training assessments of their RESILIENCE knowledge, Deployment SAFETY knowledge, and perceived SELF EFFICACY were administered to DSRT course participants immediately before training began. At the conclusion of the training, the three assessments were administered to participants again. The pre and post-training assessments were then scored. The tables below show the increase in percentage of correct answers (or increase in self efficacy) of the post-training assessments."

**Appendix 1: Deployment Feedback Questions**

To which Countries were you deployed during this response?

How long were you deployed most recently?

Who were you deployed by?

How many *emergency* deployments have you participated in for CDC?

Who were you attached to (or who did you work with the most) during this deployment?

What was done, before, during or after your deployment that helped prepare you or helped you deal mentally/emotionally with the experience?

What else would have been helpful?

Did you experience anything you felt was really difficult to deal with or potentially traumatizing?  Would you mind sharing that or the most stressful thing you encountered?

What was your transition home like? Please describe any challenges you may have experienced returning to some of your normal activities, routines and relationships.

Sometimes people feel like they are on a “short fuse” with others or that they have less patience than they normally do. Have your emotions been affected? If so, what ways?

It is pretty common to feel a little disconnected from others or a bit disorganized in terms of your thinking in the first few weeks after this kind of experience. Has that happened to you?

Since you got back, what has helped you feel better or sustained you if you felt down?

What additional info would you like to share about your participation in this response?

**Appendix 2: Resilience Questionnaire for Post-Deployment Group**

***Since we are talking about Resilience, we have a few questions about what makes you resilient. Our goal is to get better at supporting you and future deployers and improving relevant processes.***

Date of Meeting \_\_\_\_\_\_\_\_\_\_\_  
  
1) To which country were you deployed during this response and how long were you deployed?

2) What helped you prepare mentally/emotionally, before you deployed?

a) What else would you recommend?

3) How did you get emotional support while deployed?

a) What would’ve helped?

4) What key issues should be addressed to improve the process for new deployers?

5) Please share any instances of cultural insensitivity you witnessed during your deployment?

6) Please share a quick assessment of male/female relationships in the field.

7) Please describe any challenges related to returning from deployment that you experienced.

8) What else would you like to share (concerns, criticisms, compliments…what makes you resilient)?

**Appendix 3: Pre-training Deployment Safety and Resilience Team Assessment**

Please complete the code below. This code is a unique combination of letters and numbers that allows us to match your pre and posttests without identifying you individually. We will use this to help assess whether the training improved understanding of the content presented.

1. **Last letter** of your mother’s maiden name: \_\_\_\_ (e.g., for “Smit**h**” put “**h**”)

2. **First letter** of the city you were born in: \_\_\_\_ (e.g., for “**B**altimore” put “**B**”)

3. **First letter** of the month you were born: \_\_\_\_ (e.g., for “**J**uly” put “**J**”)

4. **Last digit** of the **day of the month** you were born: \_\_\_\_ (e.g., for “0**6** July” put “**6**”; or for “1**2** July” put “**2**”)

5. **Last digit** of the **year** you were born: \_\_\_\_ (e.g., for “197**6**” put “**6**”)

Instructions: Circle the letter that BEST answers the question or completes the statement. Please choose ONE answer for each question.

1. Which of the following is something you might do if you suspected a person was having thoughts of suicide?

1. Immediately call the person’s supervisor or family
2. Mention in conversation why committing suicide is not a good solution
3. Ask the person directly if they are having suicidal thoughts or ideas
4. Ask people in his/her environment to keep an eye out for troublesome behavior

2. What is Psychological First Aid?

1. A psychological assessment and management kit containing behavioral assessment tools
2. A set of principles that are applicable to a general population exposed to disaster as well as disaster workers
3. An evidence-informed approach to disaster management based on the idea that disaster survivors and others affected by these types of events will experience a broad range of early reactions
4. Answer choices a and c
5. Answer choices b and c

3. Which of the following statements most accurately describes the relationship between compassion fatigue and empathy?

1. All empathic individuals suffer compassion fatigue, but not everyone who experiences compassion fatigue is empathic
2. Compassion fatigue is more prevalent among individuals who demonstrate high levels of empathy
3. Highly empathic individuals are better at staving off the effects of compassion fatigue
4. Compassion fatigue and empathy are generally not related

4. Which of the following are PFA Actions as they are defined by the Red Cross?

1. Help people be safe, Establish a diagnosis, Encourage good coping
2. Meet people’s basic needs, Give reassurance, Give people an idea of when they will begin to feel better
3. Make a connection, Help people be safe, Listen
4. Encourage good coping, Provide counseling, Give reassurance

5. Which of the following is NOT something a DSRT is expected to do?

1. Surveillance
2. Recognizing one’s own feelings and emotions
3. Providing traditional mental health counseling or therapy
4. Being able to identify and help prevent burnout and compassion fatigue
5. Identify stress symptoms warranting referral to professionals

6. Which of the following is part of the “Five Steps to Getting Support”?

1. Finding the right time
2. Identifying what you want
3. Obtaining permission from your supervisor
4. Answer choices a and b
5. Answer choices b and c

7. Which of the following can be influenced by Compassion Fatigue?

1. Behavior
2. Personal Relations
3. Work Performance
4. Answer choices b and c
5. All of the above

8. True or False: Having people debrief right after a traumatic event helps promote resilience.

1. True
2. False

9. True or False: Each of the 5 principles of Psychological First Aid (PFA) may be applied to buddy care.

1. True
2. False

10. The DSRT Role can be understood as the following:

1. Responsibility for assessing and addressing the health, safety and resiliency of team members
2. Identification, prevention, and addressing of key safety problems
3. Conducting in-field, operational debriefs as appropriate before returning to regular duty
4. Answer choices a and b
5. All of the above

11. Which of the following are ways you can help a buddy with calming?

1. Help buddies understand their reactions
2. Reminding them what they should do differently next time
3. Discussing an action plan
4. Answer choices a and b
5. Answer choices a and c

12. As a DSRT member, you will likely hear people’s personal stories. In non-dangerous, non-suicidal situations, which of the following is an appropriate response to hearing information that you think should be shared with another person?

1. Share confided information only with a person’s family members
2. Share confided information only after receiving permission from the person
3. Share information to a supervisor if you think it will strongly benefit the person
4. Share confided information with the employee assistance professional (EAP) counselor

13. The Core Principles of Psychological First Aid (PFA) are:

1. Hope and Optimism, Self-efficacy, Connectedness, Patience, Calming
2. Calming, Connectedness, Self-Efficacy, Hope and Optimism, Trust
3. Calming, Connectedness, Self-Efficacy, Hope and Optimism, Safety
4. Calming, Respect, Safety, Connectedness, Trust
5. Calming, Respect, Safety, Self-Efficacy, Trust

14. True or False: If you are unsure if a person is having suicidal thoughts, you should avoid giving them any ideas by directly asking whether or not they are considering suicide.

1. True
2. False

15. Which of the following answer choices is NOT true of resilience?

1. The stronger our personal resilience is, the better we can expect to pull through stressful events
2. Resilience is a capacity that one is either born with or that is acquired early in life
3. Resilience is a collection of thinking processes and behaviors that can be learned
4. Positive views or perspective are an important part of resilience

16. As a DSRT, which of the following is outside your responsibility of helping someone on your deployment team?

1. Applying Psychological First Aid
2. Providing feedback
3. Providing therapeutic options
4. Helping with calming

17. Which of the following is NOT a Principle or Action of Psychological First Aid?

1. Calming
2. Connecting people to social supports
3. Providing safety
4. Identifying specific illnesses
5. Making contact and engaging people

18. The mnemonic device “IS PATH WARM” helps us remember signs of suicidality. Which of the following signs are represented in “IS PATH WARM”?

1. Substance abuse, Aggression, Recklessness
2. Ideation, Trapped (feeling), Memory loss
3. Purposelessness, Withdrawal, Mood changes
4. Isolation, Tiredness, Moodiness

19. Which of the following are barriers to resilience?

1. Guilt about making time for self-care
2. Shifts in roles and responsibilities
3. Lack of adequate training
4. Answer choices b and c
5. All of the above

20. Which of the following is NOT a criterion for selection as a Deployment Safety and Resiliency Team member?

1. Ability to deal with ambiguous situations
2. Education Level
3. Decisiveness
4. Sensitivity to the nuances of situations and people

21. Respecting a person’s privacy can be understood as:

1. Keeping anything confided in you to yourself, unless you feel that the person’s family should know how he/she is feeling
2. Repeating personally confided information only in the event that you are given permission by the person
3. Not probing if you think a person may be suicidal or thinking about harming him or herself or others
4. Balancing the importance of having people trust you with the importance of the job requirements or mission

22. Which of the following are examples of calming techniques that can be part of daily living practice?

1. Mindful meditations
2. Physical exercise
3. Breathing exercises
4. Answer choices a and c
5. All of the above answer choices

23. Which answer below lists signs that a person needs immediate referral to mental health services?

1. Disorientation, depression, suicidal thoughts or plans
2. Suicidal thoughts or plans, inability to care for self, hallucinations
3. Irritability, inappropriate sense of humor, poor work performance
4. Answer choices a and b
5. All of the above choices

24. Compassion Fatigue can be explained as:

1. The emotional strain that can result from working with people that have experienced a traumatic event
2. The exhaustion that ensues following any kind of trauma or disaster
3. What happens when you are directly exposed to a traumatic event or events
4. Analogous to posttraumatic stress disorder in terms of severity of symptoms and presentation
5. A phenomena that occurs in only the most inexperienced providers

25. Which of the following are appropriate ways of referring someone to professional counseling?

1. Recommend that they contact the Employee Assistance Program for referral to a crisis counselor
2. Recommend that they contact their health care provider to discuss the possibility of connecting with a mental health professional
3. Contact a mental health hotline yourself to ask for advice on referring someone
4. All of the above
5. None of the above

26. In Psychological First Aid, the phrase “contact and engagement”:

1. Is a reminder about the importance of maintaining boundaries with the other members of your team and limiting contact
2. Describes the category of actions you might take if the stressful event your team experienced involves exposure to hostile fire or combat-type event
3. Describes methods to approach a person whom you believe may benefit from support during or after stressful events
4. Is a reminder about the importance of sustained support for those who have experienced traumatic or stressful events
5. Is a mechanism for helping others identify practical steps to help themselves

27. Empathy can best be described as:

1. Reaching out to connect with others
2. The capacity to identify with another person’s feelings or thoughts
3. Having parental feelings towards someone
4. The capacity to understand one’s own reactions to a situation
5. The ability to keep others’ feelings and thoughts confidential

28. Which of the following is NOT a factor associated with resilience?

1. Hardiness
2. Coping styles
3. Spirituality
4. Biological processes
5. All of the above are factors associated with resilience

29. Which is an example of a question you should NOT ask if you suspect someone might be suicidal?

1. Do you have any weapons in your house?
2. Do you think you might try to hurt yourself today?
3. Are you going to do anything drastic?
4. Have you thought of ways you might hurt yourself?

30. “Hope and Optimism”, a Principle in Psychological First Aid:

1. Suggests that sometimes it is important to tell people what they want to hear—even if it isn’t true
2. Is based on the recognition that people who generally have an optimistic outlook tend to fare better after traumatic events than those who are not optimistic
3. May include religion or spirituality
4. Answer choices a and b
5. Answer choices b and c

**Appendix 4: The General Self-Efficacy Scale (GSE)** *(Pre-Training)*

*English version by Ralf Schwarzer & Matthias Jerusalem, 1993*

Please complete the code below. This code is a unique combination of letters and numbers that allows the linking of your pre and post surveys without identifying you personally. This anonymous information from the surveys will be used to help assess whether the training improved understanding of the content presented.

1. **Last letter** of your mother’s maiden name: \_\_\_\_ (e.g., for “Smit**h**” put “**h**”)

2. **First letter** of the city you were born in: \_\_\_\_ (e.g., for “**B**altimore” but “**B**”)

3. **First letter** of the month you were born: \_\_\_\_ (e.g., for “**J**uly” put “**J**”)

4. **Last digit** of the **day of the month** you were born: \_\_\_\_ (e.g., for “July 1**7**” put “**7**”)

5. **Last digit** of the **year** you were born: \_\_\_\_ (e.g., for “197**6**” put “**6**)

*Please circle the number that reflects your feelings relative to each question where 1 = lowest & 4 = highest.*

**Do Not Completely**

**Agree (1)** **Agree (4)**

1. I can always manage to solve difficult problems

if I try hard enough. 1 2 3 4

2. If someone opposes me, I can find the means

and ways to get what I want. 1 2 3 4

3. It is easy for me to stick to my aims

and accomplish my goals. 1 2 3 4

4. I am confident that I could deal efficiently

with unexpected events. 1 2 3 4

5. Thanks to my resourcefulness,

I know how to handle unforeseen situations. 1 2 3 4

6. I can solve most problems if I invest

the necessary effort. 1 2 3 4

7. I can remain calm when facing difficulties

because I can rely on my coping abilities. 1 2 3 4

8. When I am confronted with a problem,

I can usually find several solutions. 1 2 3 4

9. If I am in trouble, I can usually think of

a solution. 1 2 3 4

10. I can usually handle whatever comes. 1 2 3 4