



Mile-High Regional Emergency Medical and Trauma Advisory Council (MHRETAC)

*Employees Assistance Program (EAP) Project
Deliverables
June 16, 2019*

First Responder Survey Questions for EMT's Executive Summary

During the month of May 2019, the EAP Survey was posted on survey monkey and sent to each RETAC's EMS agencies and posted on COEMS. The survey was sent out twice.

There were 33 respondents to the survey. Most of the responses came from paid fire and EMS agencies. It was almost even between urban and rural agencies with 12% from the frontier regions. Almost 70% of the agencies reported having an agency contract for EAP. Almost 60% say they do not have a health and safety officer and 70% report no contract for an internal mental health professional to support the team on a regular basis.

Almost 40% said there is no training provided for stress awareness and stress management. 33% reported that training is provided during a new hire academy and the same reported that training was optional. 30% reported that training is optional. 52% reported that training that specifically addresses the stigma surrounding mental health issues and well-being in EMS is being provided. While 61% state that no training is provided on Mental Health First Aid. 61% feel that EMS conferences are providing information and resources on mental health issues.

On the types of information regarding mental health issues being offered at EMS conferences and through continuing education, there were twenty comments listed. Some responses were: "just continue to make it okay for us to reach out, get rid of the I am okay attitude; normalizing seeking care and first hand testimony; techniques/ treatments/ options for treatment information on the different types of mental health

challenges specific to EMS and resources; more it's okay to not be okay messages from big names in the EMS/Fire community, the people others look up to; natural tie in with fitness and diet; and mental health professionals with fire/EMS experience and understanding would be helpful." For a complete list, please see the attached EAP Survey Results.

For the types of services, they would like an EAP or agency to offer, the top six were Stress Management-73%, Mental Health Services- 64%, Peer Support-61%, Crew Care and Resiliency Training both at 55% and Substance Abuse- Addition Counseling-52%. The majority 60% wanted in office services.

Over a third of the respondents stated that they experienced critical stress but did not seek help because they didn't sense a need. Others stated that "the process of getting enrolled with an EAP is exhausting and time consuming and when a person needs help it should be immediate and simple, didn't know where to go and didn't seek help at work to avoid identification." 27% who did seek assistance, used an in-house peer counseling program.

For the question on how helpful the support was received, there were some very low numbers and mostly higher numbers. The average was a little above 50%.

Peers do not encourage each other to seek mental health assistance- 57%. Management teams do not encourage team members to seek mental health assistance- 57%. Only 5% of management required them to seek mental health assistance. 9% of agencies require psychiatric prescreening prior to employment. For those who did seek help, 86% felt supported by their peers and 77% felt supported by their management team.

67% of the respondents have worked over twenty years in the field. Most of them got into the field due to wanting to help others, the excitement of the job, making a difference, lights and sirens, family business and adventure. One person stated that they got into the job "to help others and honestly to have a purpose beyond myself. I was probably depressed and close to suicidal before joining fire/ems. My career likely saved my life." 100% feel that the job currently fulfills that initial goal of why they got into the field.

One question asked if they felt the job has adversely affected them, their outlook on life, their emotional wellness or relationships away from work and 64% responded yes. Some of the responses included too much financial and job security stress, injuries on the job with visual memories, families are challenging, in EVERY WAY!!, callousness, aloofness and distance with others and a realization of how fragile and precious life is.

46% report that someone close to them have said that their first responder career has changed them. They are angrier than they used to be, more crass, more negative and pessimistic, divorce, more distant, disconnected and stressed and don't see the joy in things like they used to.

There was a long list of specific issues or circumstances related to their job that adversely affect their general wellness. The list reflects stress, lack of sleep, disturbing scenes that add up over time, workload, handling suicide calls, pediatric calls and 24/7 calls.

First responders seem to not have many outside habits, hobbies or interests prior to beginning their career and those who did, seem to not participate in these same activities. The types of activities identified include exercise, running, yoga, golf, camping shooting and racing. Many responses were none.

The top coping mechanisms included 61% exercise/group sports, 61% talking with friends, 58% spending time with family, and 52% vacation and time off.

Personal issues that directly impact the first responder include 52% sleep deprivation/sleep problems, 42% organizational stress from the agency/command supervisors, 36% depression, 33% trouble relationships and anger, and with 27% PTSD/issues related to a critical incident at work.

30% report that their agency promotes and trains emotional-survival and wellness issues on a moderate level, 30%. 21% state very little, 18% not at all. 55% state they would like to see this type of training in their agencies. The types of training they would like to see include resiliency skills, cognitive perception training, surviving stigma, processes and techniques to deal with day to day challenges and any tips to help themselves and others.

The last question was any additional thoughts or comments. Many said how they appreciated someone addressing these EAP issues. Someone said "very appreciative of the efforts to align EAP programs to EMS needs. There is definitely a different type of service and counselor that is needed for trauma, PTSD and other EMS specific challenges." Another one stated "EAP needs to utilize counselor's with understanding of fire/EMS. Many are just canned and cannot relate." There were several comments regarding the lack of awareness of management to assist staff in addressing identified needs.

One final quote is "I'm glad to see the increase in awareness, but there exists a culture that small brained selfish people refuse to embrace. Unfortunately, they are in leadership positions and they infect the whole organization. Someone will die on that job because of their ineptitude. It's sad but very true."

In summary, I think there needs to be a concerted effort to create a culture of personal safety that includes taking responsibility for the needs of EMS/Fire to take care of their emotional-survival and wellness issues. This effort needs to include management support to deal with on the job stresses with an immediate time frame. Larger EMS/Fire agencies need to take a leadership role in reducing stress for first responders.

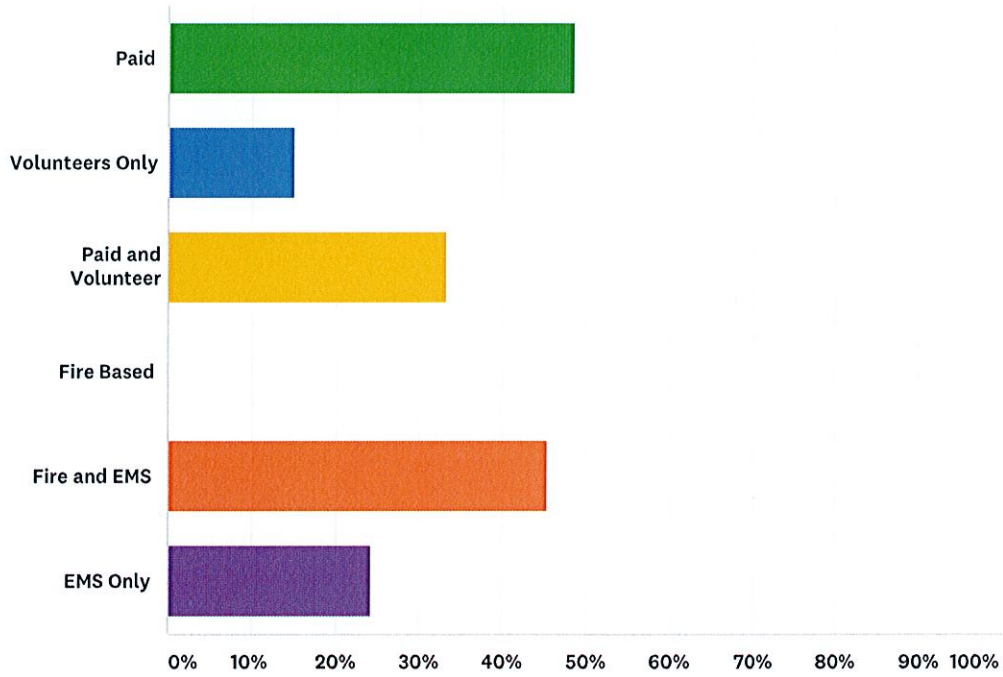
Q1 Agency Information (optional)

Answered: 26 Skipped: 7

ANSWER CHOICES	RESPONSES	
Agency	100.00%	26
City	92.31%	24
Contact Person	84.62%	22
Contact Person Title	84.62%	22
Contact Person Email Address	80.77%	21

Q2 Staff Patterns

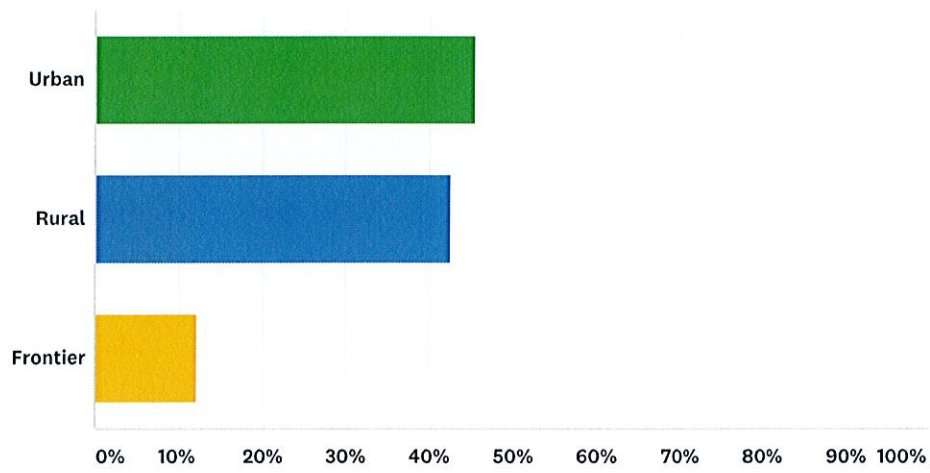
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Paid	48.48%	16
Volunteers Only	15.15%	5
Paid and Volunteer	33.33%	11
Fire Based	0.00%	0
Fire and EMS	45.45%	15
EMS Only	24.24%	8
Total Respondents: 33		

Q3 Agency location type

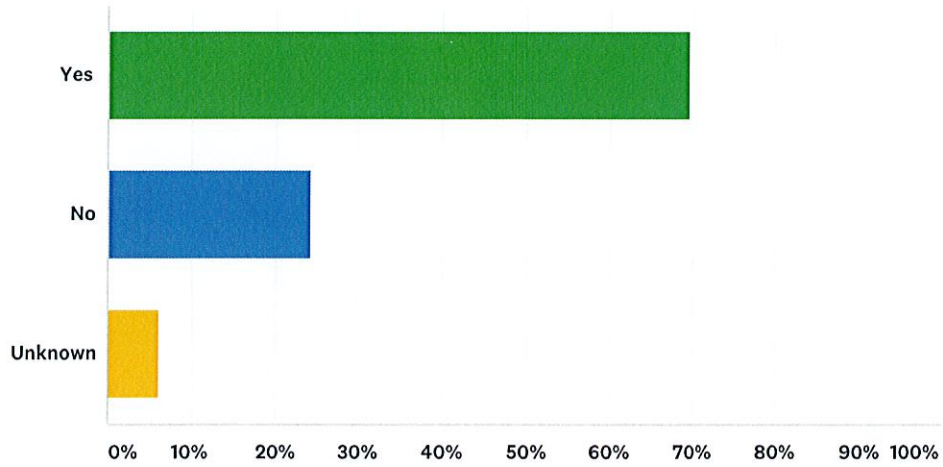
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	45.45%	15
Rural	42.42%	14
Frontier	12.12%	4
TOTAL		33

Q4 Does your agency contract with an Employee Assistance Program (EAP)?

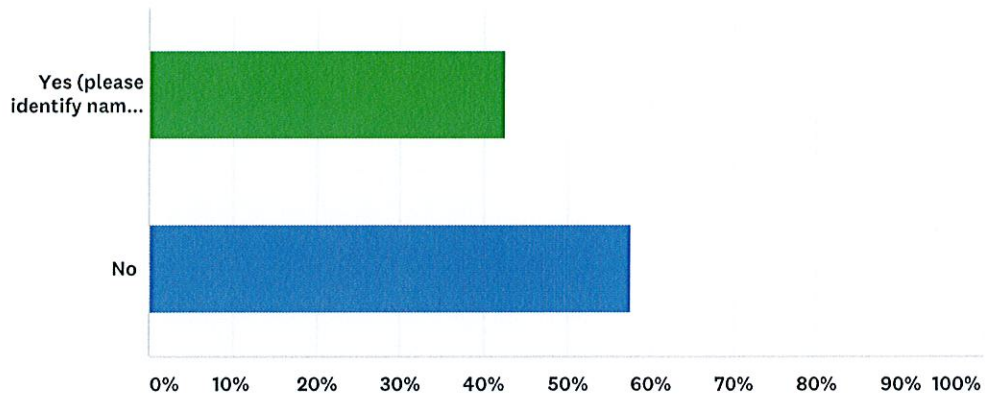
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	69.70%	23
No	24.24%	8
Unknown	6.06%	2
TOTAL		33

Q5 Does your agency have a health and safety officer?

Answered: 33 Skipped: 0

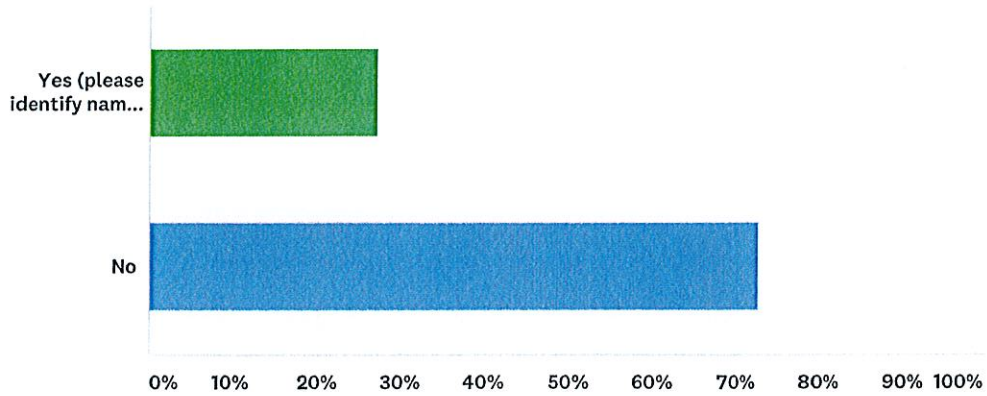


ANSWER CHOICES	RESPONSES	
Yes (please identify name, email and cell phone below)	42.42%	14
No	57.58%	19
TOTAL		33

#	IF YES, PLEASE IDENTIFY NAME, EMAIL AND CELL PHONE	DATE
1	Jillian Cardona jcardona@evergreenfirerescue.com 303-829-0605	6/5/2019 11:50 AM
2	7209892423 Chris Macklin	5/30/2019 11:42 AM
3	Aubrey Chevrier - CCO, Health & Wellness achevrier@stadiummedical.com	5/30/2019 11:12 AM
4	Captain Bruce Hofer bhofer@icareambulance.com	5/29/2019 10:16 AM
5	Chris Macklin 303-435-3080	5/23/2019 10:04 PM
6	+CCO (chief cultural officer Aubrey Chevirer 303-565-9953 Achevirer@stadiummedical.com her duties health and wellness	5/23/2019 1:42 PM
7	Tim McCawley TimothyMcCawley@BennettFireRescue.org (303)644-3572 X1671	5/23/2019 12:54 PM
8	We have a Peer Support Team, Dave Montesi is lead contact. dmontesi@evergreenfirerescue.com 303-674-3145	5/23/2019 11:20 AM
9	Nope	5/23/2019 10:23 AM
10	Cathy Teter cteter@ngambulance.com 303-947-9266	5/23/2019 10:12 AM
11	Lt. Bret Joseph bjoeph@fffd.us	5/23/2019 9:44 AM
12	Lacey.burke@denvergov.org	5/22/2019 9:00 PM

Q6 Does your agency have an employer contract with an internal mental health professional to support the team on a regular daily basis?

Answered: 33 Skipped: 0



ANSWER CHOICES

Yes (please identify name, email and cell phone below)

No

TOTAL

RESPONSES

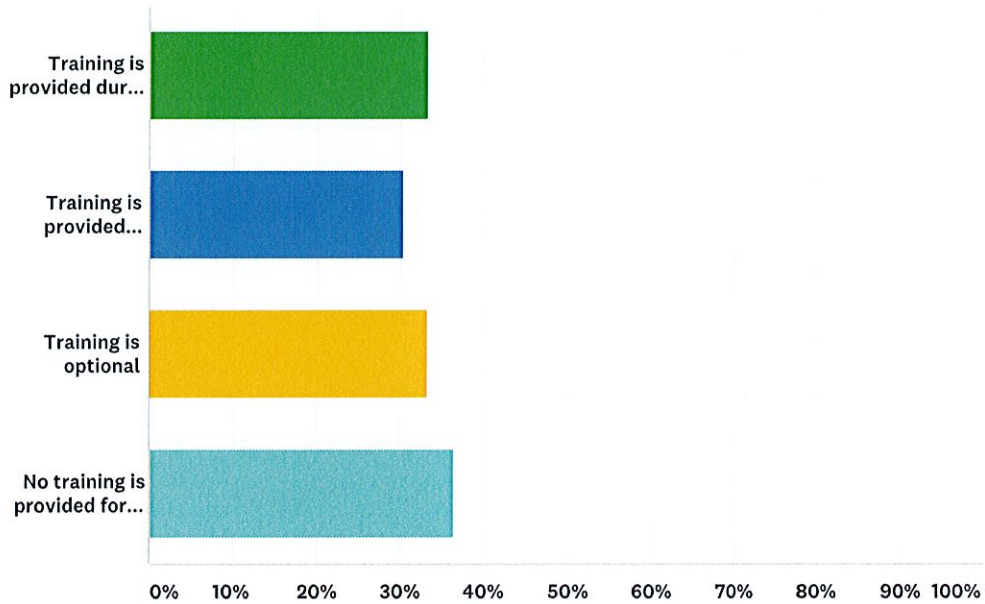
27.27% 9

72.73% 24

33

Q7 Does your agency provide education for stress awareness and stress management? Check all that apply

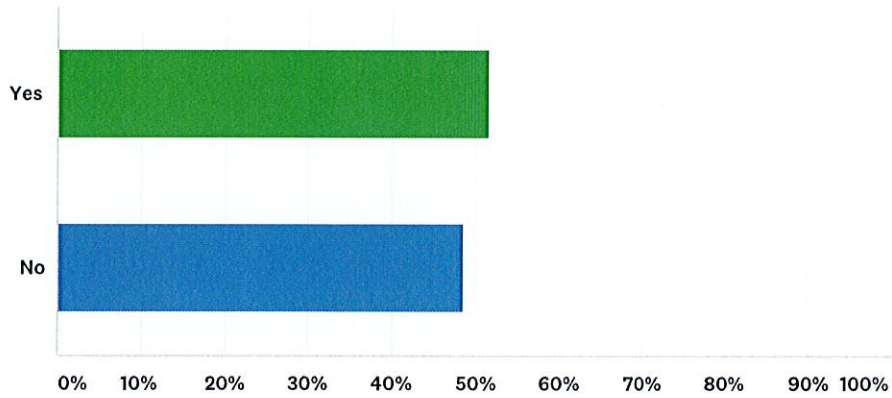
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Training is provided during a new hire academy	33.33%	11
Training is provided annually	30.30%	10
Training is optional	33.33%	11
No training is provided for stress awareness and stress management	36.36%	12
Total Respondents: 33		

Q8 Does your organization provide training that specifically addresses the stigma surrounding mental health issues and well-being in EMS?

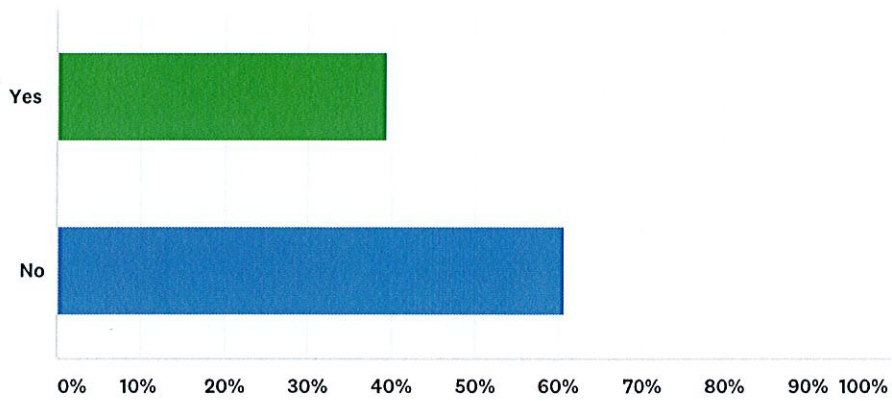
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	51.52%	17
No	48.48%	16
TOTAL		33

Q9 Does your organization provide training on Mental Health First Aid?

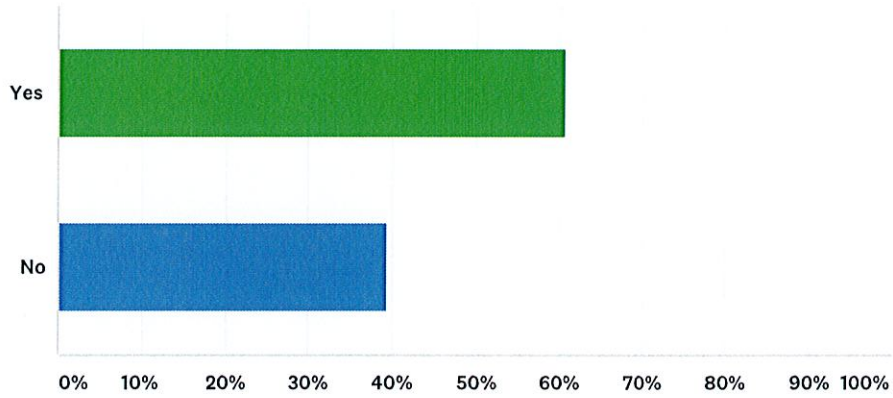
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	39.39%	13
No	60.61%	20
TOTAL		33

Q10 With the recent mental health trends in EMS, do you feel the current level of information and resources provided at EMS conferences has been informative and appropriate?

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.61%	20
No	39.39%	13
TOTAL		33

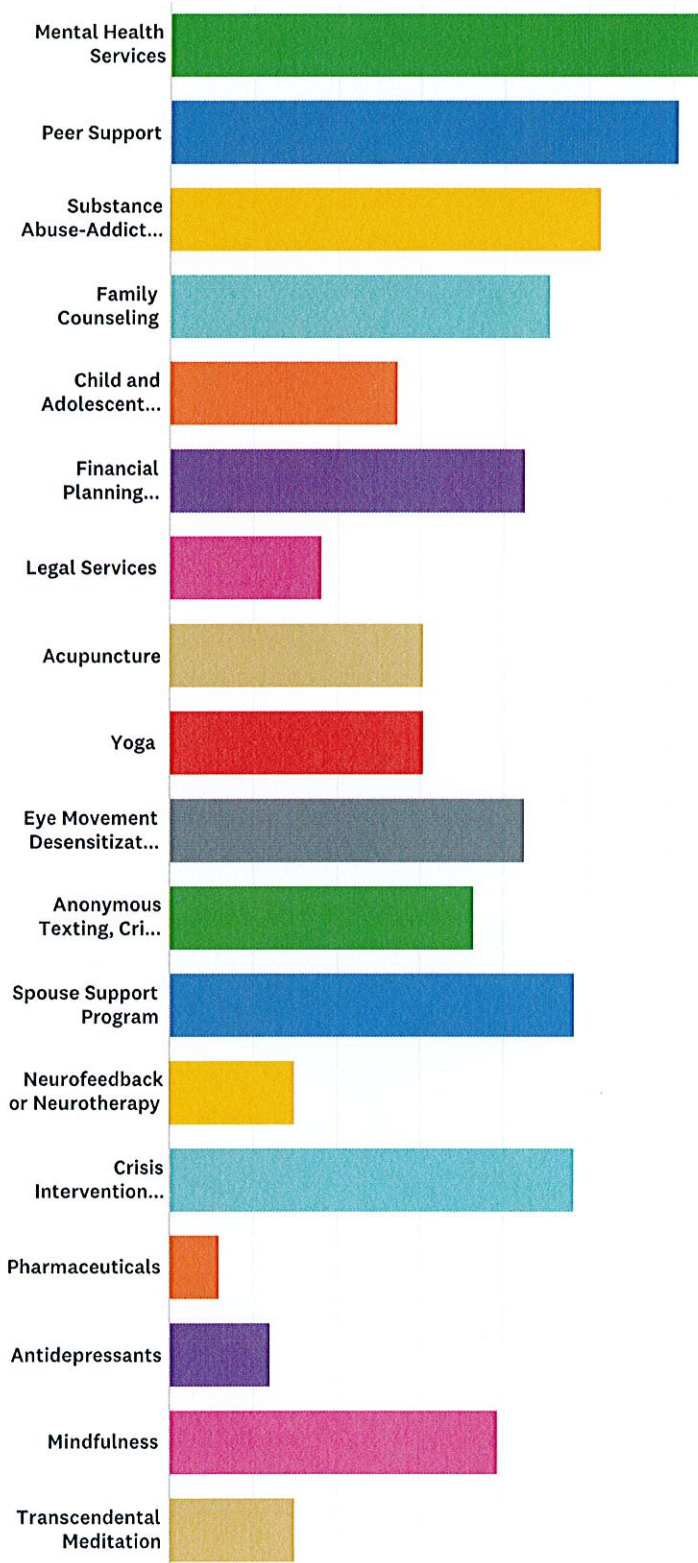
Q11 What type of information regarding mental health issues would you like to see at EMS conferences or through continuing education?

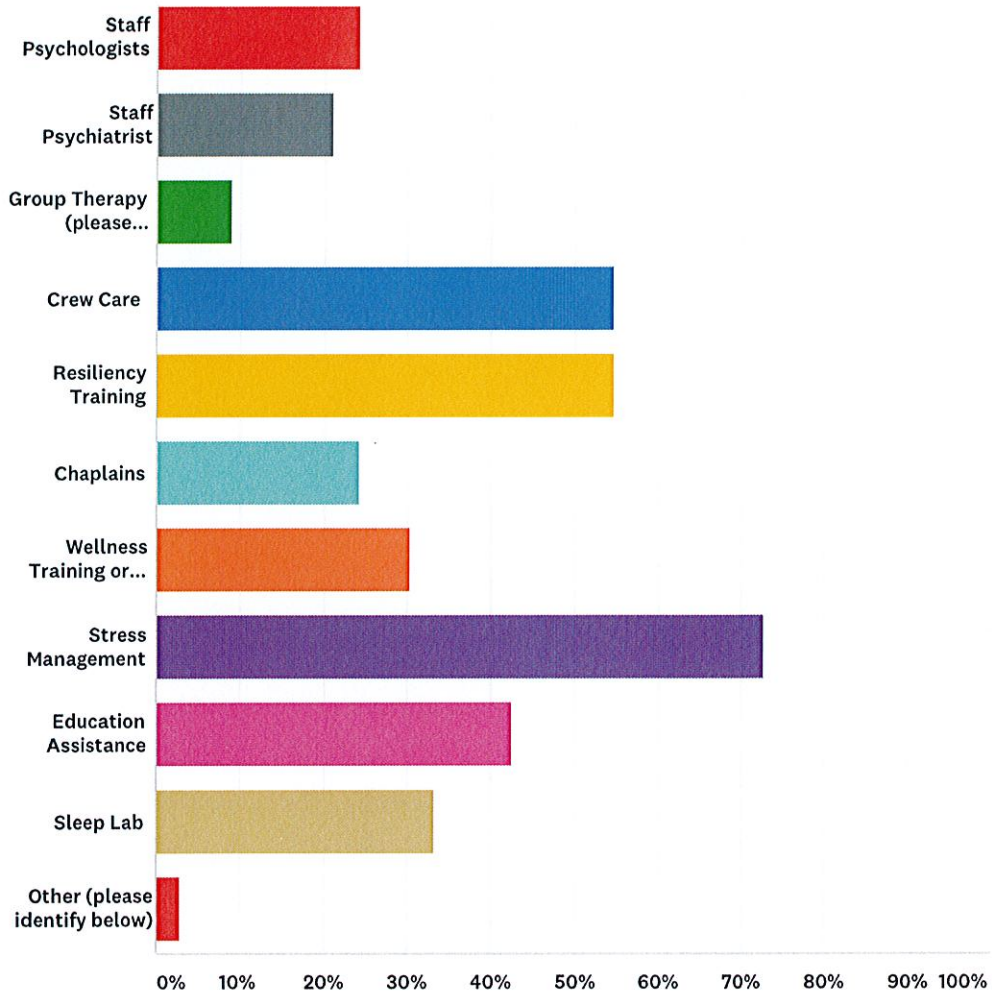
Answered: 23 Skipped: 10

#	RESPONSES	DATE
1	The suicide and mental health issues are alarming to me.	6/5/2019 2:02 PM
2	Clear cut, non complicated enrollment treatment programs for 1st responders.	6/5/2019 11:50 AM
3	PTSD and job related stress issues	5/31/2019 8:48 PM
4	It's adequate for us.	5/30/2019 3:08 PM
5	How to recognize the need for counseling and how to get assistance.	5/28/2019 10:03 PM
6	Just continue making it okay for us to reach out, get rid of the I am okay attitude	5/28/2019 4:46 PM
7	Examples of how the provider becomes complacent and how that leads to depression and failure to provide quality care. Also, better addressing of PTSD in first responders.	5/25/2019 7:47 PM
8	Anything	5/24/2019 9:06 AM
9	Normalizing seeking care and first hand testimony	5/23/2019 10:04 PM
10	Would LOVE to see case reviews- We recently had one of our staff seek inpatient treatment. She told her story to our team. While it is awful to share, her story was important for all to hear.	5/23/2019 9:56 PM
11	Techniques/Treatments/Options for treatment Information on the different types of mental health challenges specific to EMS and resources	5/23/2019 4:43 PM
12	Trauma responsive care classes on secondary trauma classes personal life and carry over to professional life	5/23/2019 1:42 PM
13	Peer Counseling classes	5/23/2019 12:54 PM
14	More it's okay to not be okay messages from big names in the EMS/Fire community, the people others look up to.	5/23/2019 11:20 AM
15	n/a	5/23/2019 11:02 AM
16	I have seen more at the Fire Leadership Conference. EMS should mimic what they did last year. Responder Strong was present and gave a fantastic presentation.	5/23/2019 10:23 AM
17	Being able to identify mental health issues better and how to deal with them, pre-hospital.	5/23/2019 10:13 AM
18	Funding options for those who have insurance but can't afford on-going care	5/23/2019 10:12 AM
19	How to access programs, is there disability coverage? What happens AFTER the job?	5/23/2019 10:09 AM
20	Natural tie in with fitness and diet	5/23/2019 9:30 AM
21	Resources for help. Causes of not reaching out. End result of not reaching out. More personal stories.	5/22/2019 10:54 PM
22	Mental health professionals with fire/EMS experience and understanding would be helpful.	5/22/2019 9:09 PM
23	N/a	5/22/2019 9:00 PM

Q12 What type of services would you like your EAP or agency to offer? Please check all that apply

Answered: 33 Skipped: 0





ANSWER CHOICES	RESPONSES	
Mental Health Services	63.64%	21
Peer Support	60.61%	20
Substance Abuse-Addiction Counseling	51.52%	17
Family Counseling	45.45%	15
Child and Adolescent Counseling	27.27%	9
Financial Planning Assistance	42.42%	14
Legal Services	18.18%	6
Acupuncture	30.30%	10
Yoga	30.30%	10
Eye Movement Desensitization Reprocessing (EMDR)	42.42%	14
Anonymous Texting, Crisis Text Line	36.36%	12
Spouse Support Program	48.48%	16
Neurofeedback or Neurotherapy	15.15%	5

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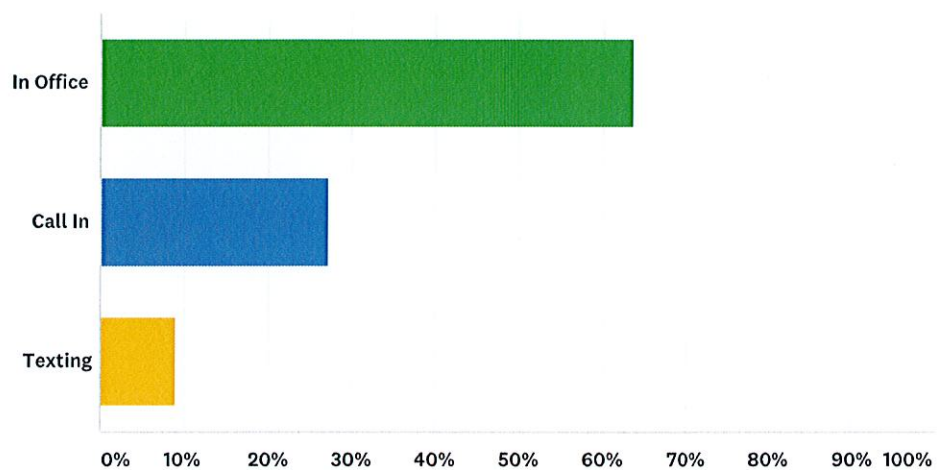
SurveyMonkey

Crisis Intervention or Critical Stress Debriefing	48.48%	16
Pharmaceuticals	6.06%	2
Antidepressants	12.12%	4
Mindfulness	39.39%	13
Transcendental Meditation	15.15%	5
Staff Psychologists	24.24%	8
Staff Psychiatrist	21.21%	7
Group Therapy (please identify below)	9.09%	3
Crew Care	54.55%	18
Resiliency Training	54.55%	18
Chaplains	24.24%	8
Wellness Training or Smoking Cessation	30.30%	10
Stress Management	72.73%	24
Education Assistance	42.42%	14
Sleep Lab	33.33%	11
Other (please identify below)	3.03%	1
Total Respondents: 33		

#	PLEASE IDENTIFY FROM ABOVE OPTIONS	DATE
1	My agency already offers all	5/30/2019 11:42 AM
2	Tell people this is a stressful job.	5/29/2019 2:30 PM
3	Ketmamine therapy	5/23/2019 10:04 PM
4	we already offer most of this through our EAP.	5/23/2019 12:54 PM

Q13 What type of service are you most likely to use?

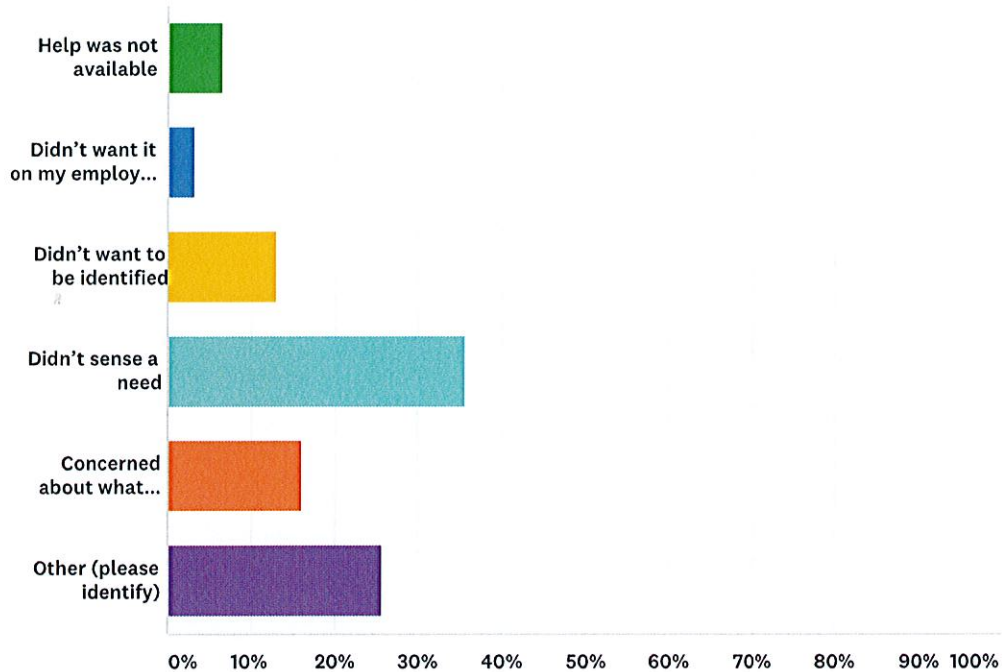
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
In Office	63.64%	21
Call In	27.27%	9
Texting	9.09%	3
TOTAL		33

Q14 If you experienced critical stress, but did not seek help, what prevented you from doing so?

Answered: 31 Skipped: 2

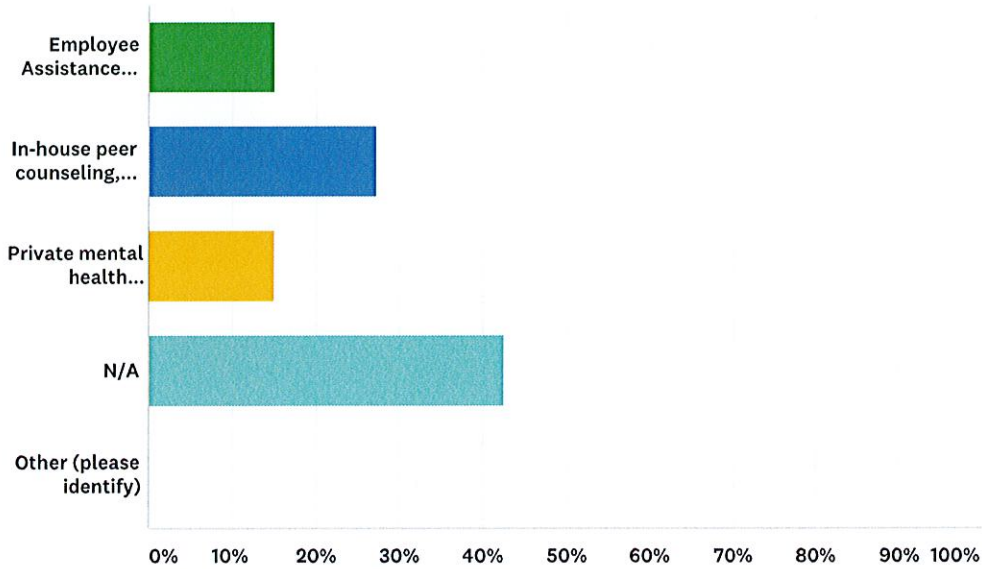


ANSWER CHOICES	RESPONSES	
Help was not available	6.45%	2
Didn't want it on my employee record	3.23%	1
Didn't want to be identified	12.90%	4
Didn't sense a need	35.48%	11
Concerned about what others would think	16.13%	5
Other (please identify)	25.81%	8
TOTAL		31

#	OTHER (PLEASE IDENTIFY)	DATE
1	the process of getting enrolled with an EAP is exhausting and time consuming and when a person needs help it should be immediate and simple!	6/5/2019 11:50 AM
2	n/a	5/30/2019 3:08 PM
3	Outsiders of the agency or call being present	5/23/2019 10:04 PM
4	Time committment	5/23/2019 9:56 PM
5	n/a	5/23/2019 11:02 AM
6	Didnt know at the time where to go	5/23/2019 10:12 AM
7	Didn't seek help at work to avoid identification	5/23/2019 10:09 AM
8	Nothing	5/22/2019 9:00 PM

Q15 If you experienced critical stress and did seek assistance, what type did you seek?

Answered: 33 Skipped: 0

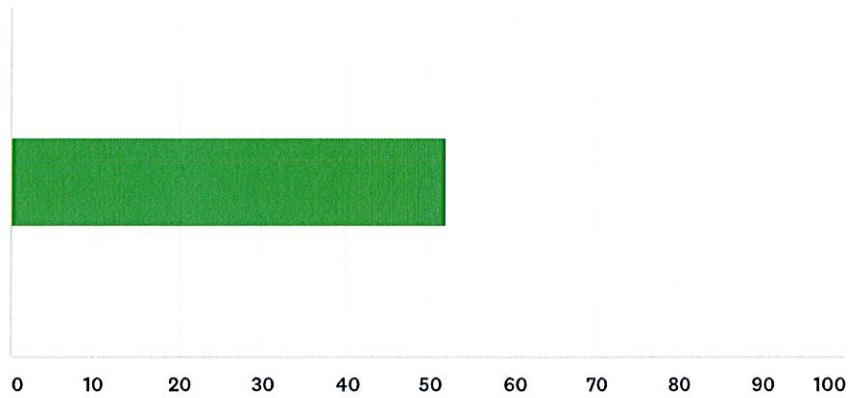


ANSWER CHOICES		RESPONSES	
Employee Assistance Program		15.15%	5
In-house peer counseling, i.e. Critical Incident Stress Management Team (CISM)		27.27%	9
Private mental health assistance		15.15%	5
N/A		42.42%	14
Other (please identify)		0.00%	0
TOTAL			33

#	OTHER (PLEASE IDENTIFY)	DATE
	There are no responses.	

Q16 If you did seek support, how helpful was the support received? (On a scale of 1-10, with 10 being the most helpful and 1 being not helpful, please rank the support.)

Answered: 20 Skipped: 13



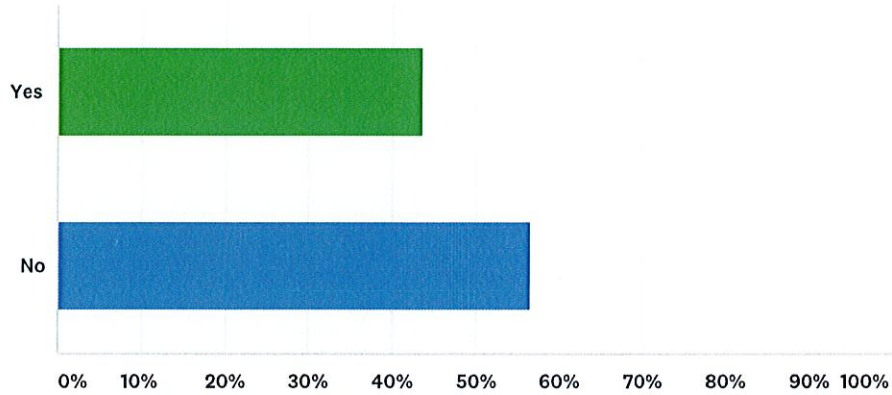
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		52	20

Total Respondents: 20

#	DATE	
1	93	6/5/2019 2:02 PM
2	23	6/5/2019 11:50 AM
3	49	5/30/2019 3:08 PM
4	95	5/30/2019 11:42 AM
5	99	5/30/2019 11:12 AM
6	75	5/26/2019 12:57 PM
7	2	5/24/2019 11:28 AM
8	7	5/24/2019 9:06 AM
9	88	5/23/2019 10:04 PM
10	3	5/23/2019 9:56 PM
11	0	5/23/2019 4:43 PM
12	25	5/23/2019 2:25 PM
13	50	5/23/2019 12:54 PM
14	7	5/23/2019 11:20 AM
15	50	5/23/2019 10:13 AM
16	9	5/23/2019 10:09 AM
17	84	5/23/2019 9:44 AM
18	78	5/22/2019 10:54 PM
19	100	5/22/2019 9:09 PM
20	100	5/22/2019 9:00 PM

Q17 If you did seek help, did your peers encourage you to seek mental health assistance?

Answered: 23 Skipped: 10

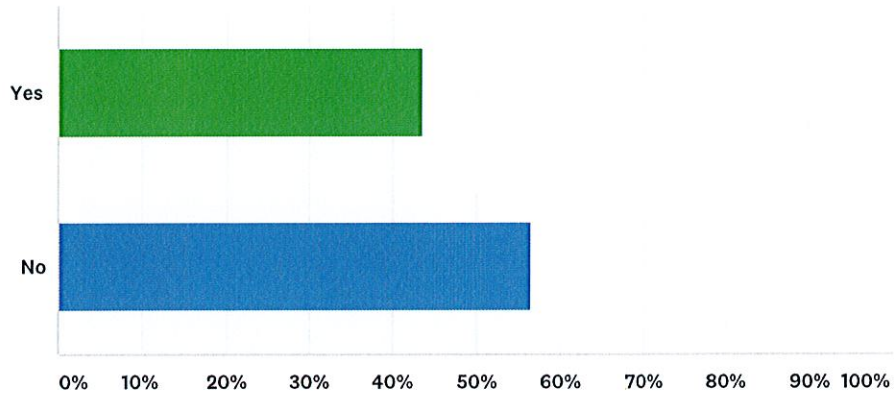


ANSWER CHOICES

ANSWER CHOICES	RESPONSES	
Yes	43.48%	10
No	56.52%	13
TOTAL		23

Q18 If you did seek help, did your management team encourage you to seek mental health assistance?

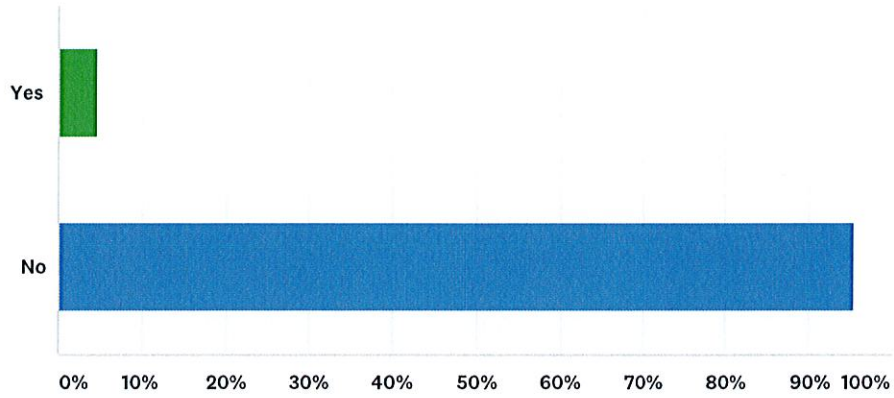
Answered: 23 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	43.48%	10
No	56.52%	13
TOTAL		23

Q19 If you did seek help, did your management team require you to seek mental health assistance?

Answered: 22 Skipped: 11



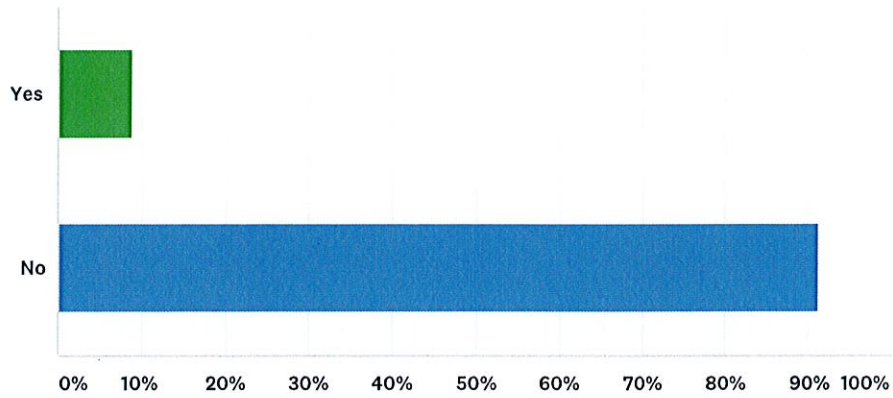
ANSWER CHOICES

RESPONSES

Yes	4.55%	1
No	95.45%	21
TOTAL		22

Q20 If you did seek help, were you required to undergo psychiatric prescreening prior to your employment with your current agency?

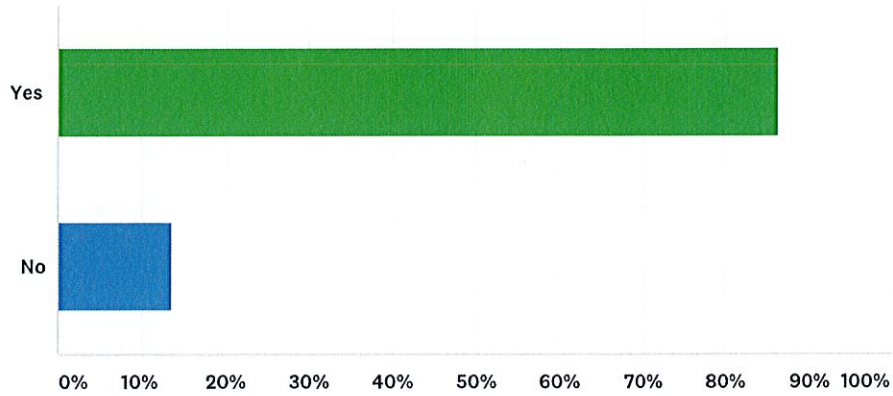
Answered: 23 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	8.70%	2
No	91.30%	21
TOTAL		23

Q21 If you did seek help, considering your mental health, do you feel supported by your peers?

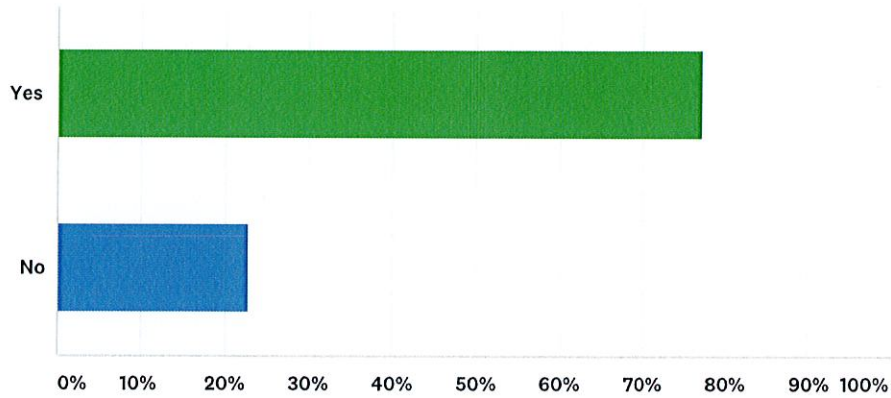
Answered: 22 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	86.36%	19
No	13.64%	3
TOTAL		22

Q22 If you did seek help, considering your mental health, do you feel supported by your management team?

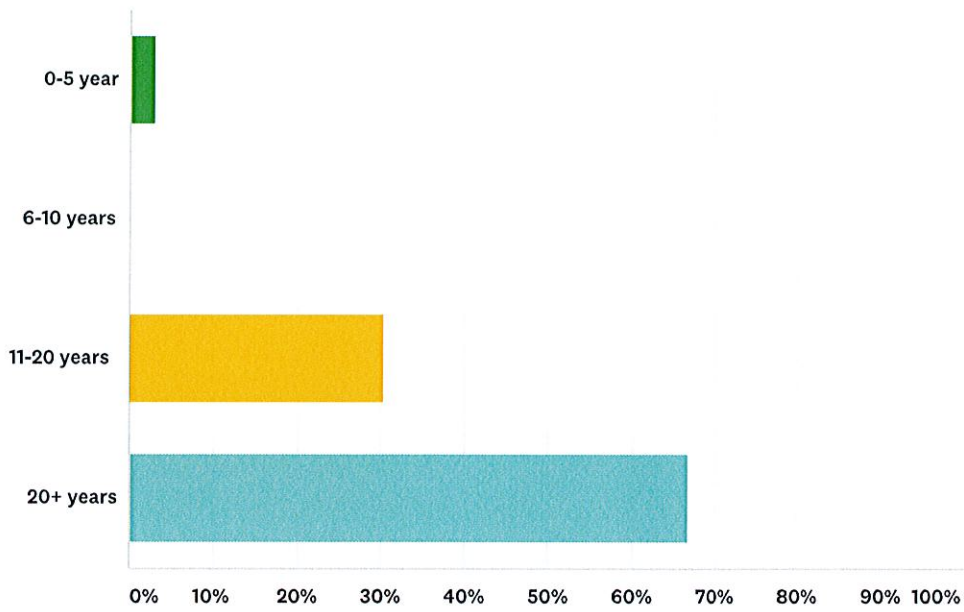
Answered: 22 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	77.27%	17
No	22.73%	5
TOTAL		22

Q23 How long have you been a first responder?

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-5 year	3.03%	1
6-10 years	0.00%	0
11-20 years	30.30%	10
20+ years	66.67%	22
TOTAL		33

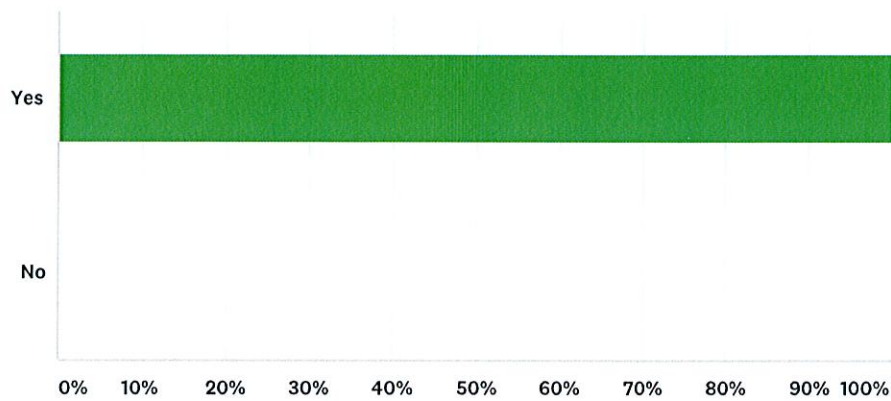
Q24 What was the primary reason you wanted a career as a first responder?

Answered: 33 Skipped: 0

#	RESPONSES	DATE
1	Help others	6/5/2019 9:40 PM
2	I love Medicine and figuring the puzzle pieces. But I do prefer the ER setting instead of EMS. It's far less stressful in my eyes	6/5/2019 2:02 PM
3	love medicine, the team concept and camaraderie and to help those in need	6/5/2019 11:50 AM
4	Help others	5/31/2019 8:48 PM
5	Help my community	5/30/2019 3:08 PM
6	Excitement of the job	5/30/2019 11:42 AM
7	To aid people in need.	5/30/2019 11:12 AM
8	It's exciting	5/29/2019 2:30 PM
9	The Fire Chief lived next to me as a kid.	5/29/2019 10:16 AM
10	I want to help people in my community.	5/28/2019 10:03 PM
11	It sounded like a job that would constantly be different	5/28/2019 4:46 PM
12	Family Business	5/26/2019 12:57 PM
13	Ability to assist people who are in a situation where they cannot help themselves.	5/25/2019 7:47 PM
14	To help others and honestly to have a purpose beyond myself. I was probably depressed and close to suicidal before joining fire/ems. My career likely saved my life.	5/24/2019 11:28 AM
15	help others	5/24/2019 9:06 AM
16	Service to others	5/23/2019 10:04 PM
17	I truly enjoy people and the independence and autonomy that medicine entails	5/23/2019 9:56 PM
18	To make a positive impact and serve a community	5/23/2019 4:43 PM
19	help people	5/23/2019 2:25 PM
20	OMG thats 50 yrs ago TV was a factor light and sirens I was 8	5/23/2019 1:42 PM
21	I am a second generation Firefighter/Paramedic	5/23/2019 12:54 PM
22	It was an accident, not my plan. Got in and stayed in.	5/23/2019 11:20 AM
23	to help my community	5/23/2019 11:02 AM
24	help others	5/23/2019 10:36 AM
25	I wanted to help people.	5/23/2019 10:23 AM
26	To help the community I was born and raised in.	5/23/2019 10:13 AM
27	To truly make a difference	5/23/2019 10:12 AM
28	Adventure	5/23/2019 10:09 AM
29	Help other people	5/23/2019 9:44 AM
30	Like the job	5/23/2019 9:30 AM
31	Lights and sirens	5/22/2019 10:54 PM
32	Objective way to help people in my community.	5/22/2019 9:09 PM

Q25 Do you feel that the job currently fulfills that goal?

Answered: 33 Skipped: 0



ANSWER CHOICES

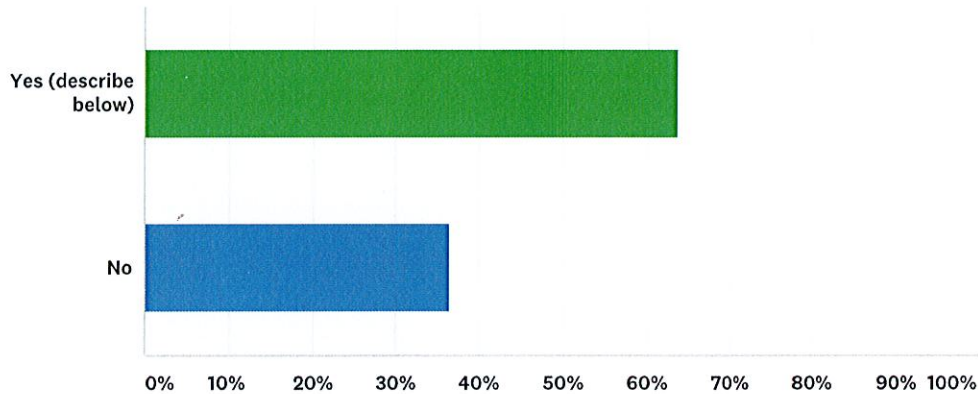
RESPONSES

Yes	100.00%	33
No	0.00%	0
TOTAL		33

#	WHY OR WHY NOT?	DATE
1	I'm part time EMS. So I'll say yes	6/5/2019 2:02 PM
2	Emotional support and assistance with traumatic experiences is very rewarding.	5/25/2019 7:47 PM
3	Rewarding	5/24/2019 9:06 AM
4	Working at the top of my license is what I enjoy	5/23/2019 9:56 PM
5	And more	5/23/2019 1:42 PM
6	N/A	5/23/2019 11:20 AM
7	because we help others	5/23/2019 10:36 AM
8	I still respond. Certainly do not care as much anymore.	5/23/2019 10:23 AM
9	From the cards and phone calls of appreciation.	5/23/2019 10:13 AM
10	Every day is different	5/23/2019 10:09 AM

Q26 Do you believe the job has adversely affected you, your outlook on life, your emotional wellness or your relationships away from work?

Answered: 33 Skipped: 0



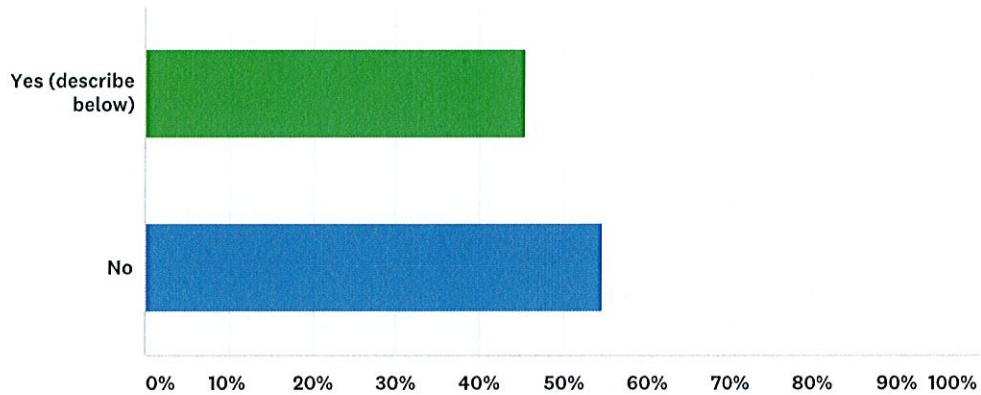
ANSWER CHOICES	RESPONSES	
Yes (describe below)	63.64%	21
No	36.36%	12
TOTAL		33

#	IF YES, IN WHAT WAYS?	DATE
1	I really want to leave EMS and go to an ER setting. The pressure and expectation to work a million hours because we're understaffed makes me want to leave.	6/5/2019 2:02 PM
2	Injuries on the job, visual memories	5/30/2019 11:42 AM
3	I think every experience effects you during your life. Keeping it all in perspective and realizing you really have no control in life, and can just do the best you can in the moment. So have the experiences changed me...yea. Mostly for the better. Showing me I have no control	5/28/2019 4:46 PM
4	Regardless of how a person attempts to remain emotionally stable, this job WILL affect you.	5/25/2019 7:47 PM
5	too much financial and job security stress	5/24/2019 11:28 AM
6	Emotional impact personally and toll on relationships	5/23/2019 10:04 PM
7	Family is challenging- I often feel guilty when I come home tired or frustrated. I have worked hard on not showing this.	5/23/2019 9:56 PM
8	Callousness, aloofness, distance	5/23/2019 4:43 PM
9	Feels me up	5/23/2019 1:42 PM
10	I am more paranoid about some things and less apt to feel sad or concerned about things like death in everyday life.	5/23/2019 12:54 PM
11	Minamally, fatalistic thoughts at time but I am able to put them away. ie: someone is late, they may have been in a car crash type of thoughts	5/23/2019 11:20 AM
12	i have realized how fragile and precious life is	5/23/2019 10:36 AM
13	Do not have friends outside of the profession. Do not like society or large groups of people. Would prefer to move far away from large groups of people.	5/23/2019 10:23 AM
14	What it means to volunteer, to help someone with an illness or injury, 24/7, in extreme heat or bitter cold.	5/23/2019 10:13 AM

15	I've become somewhat jaded over the years and more critical of people	5/23/2019 10:12 AM
16	In EVERY WAY!!	5/23/2019 10:09 AM
17	bad things happen to good people for no reason	5/23/2019 9:44 AM
18	increased stress changes affect even not at work	5/23/2019 9:30 AM
19	High levels of stress	5/22/2019 10:54 PM

Q27 Has your family or someone else close to you told you that you have changed since you began your first responder career?

Answered: 33 Skipped: 0



ANSWER CHOICES

RESPONSES

Yes (describe below)	45.45%	15
No	54.55%	18
TOTAL		33

#	IF YES, IN WHAT WAYS?	DATE
1	I'm in a rush to do things and more direct that doesnt appeal to others.	6/5/2019 2:02 PM
2	Angrier than used to be	5/30/2019 11:42 AM
3	Desensitized and distanced. Shorter temper.	5/25/2019 7:47 PM
4	Negative and pessimistic	5/23/2019 10:04 PM
5	Just more crass.	5/23/2019 9:56 PM
6	I react differently to family tragedy.	5/23/2019 12:54 PM
7	Ive been told I am distant, disconnected, stressed. Dont see the joy in things like I used to.	5/23/2019 10:23 AM
8	same reasons above	5/23/2019 10:12 AM
9	Divorce	5/23/2019 10:09 AM
10	anger management issues	5/23/2019 9:44 AM
11	A little desensitized to trauma.	5/22/2019 9:09 PM

Q28 Name any specific issues or circumstances related to your job that adversely affects your general wellness.

Answered: 21 Skipped: 12

#	RESPONSES	DATE
1	The demands to work all the time and management making you feel guilty or dangling your job over your head if you say no.	6/5/2019 2:02 PM
2	24/7 on call	5/30/2019 3:08 PM
3	Injuries on the job. Lack of support from my previous employer/City (Littleton)	5/30/2019 11:42 AM
4	Sleep from time to time	5/28/2019 4:46 PM
5	Mass casualty large scale national event, pediatric call	5/26/2019 12:57 PM
6	People who are alcoholics and choose not to accept help with their addiction. Fire departments treating EMS as second class providers.	5/25/2019 7:47 PM
7	wondering how long my agency will be in existence and if I will have a job	5/24/2019 11:28 AM
8	handling suicide calls	5/24/2019 9:06 AM
9	Lack of sleep	5/23/2019 10:04 PM
10	I am now a diabetic, likely related to stress. Sleep is also compromised, when I am anxious or angry, I can not sleep.	5/23/2019 9:56 PM
11	Not a fan of 24,48,72 hr shifts I like my employees to go home get rest and have great work place home balance	5/23/2019 1:42 PM
12	Major incidents involving other responders, involving Kids, or working in a smaller community such as ours responding on people you know.	5/23/2019 12:54 PM
13	Sleep, diet	5/23/2019 11:20 AM
14	stress, workload	5/23/2019 11:02 AM
15	Lack of sleep. In uniform to often. Leadership stresses. Difficult to separate and disconnect.	5/23/2019 10:23 AM
16	N/A	5/23/2019 10:13 AM
17	How do you describe your worst nightmare? Do you share that with others? What if that nightmare was real? What if there was a possibility that you could go through it the next shift? Would your spouse or confidant understand why you would go back to work with that possibility hanging over you?	5/23/2019 10:09 AM
18	High levels of stress that are taken home at times	5/23/2019 9:44 AM
19	Even just a few disturbing scenes a year add up.	5/23/2019 9:30 AM
20	High stress	5/22/2019 10:54 PM
21	Exposure to carcinogens	5/22/2019 9:00 PM

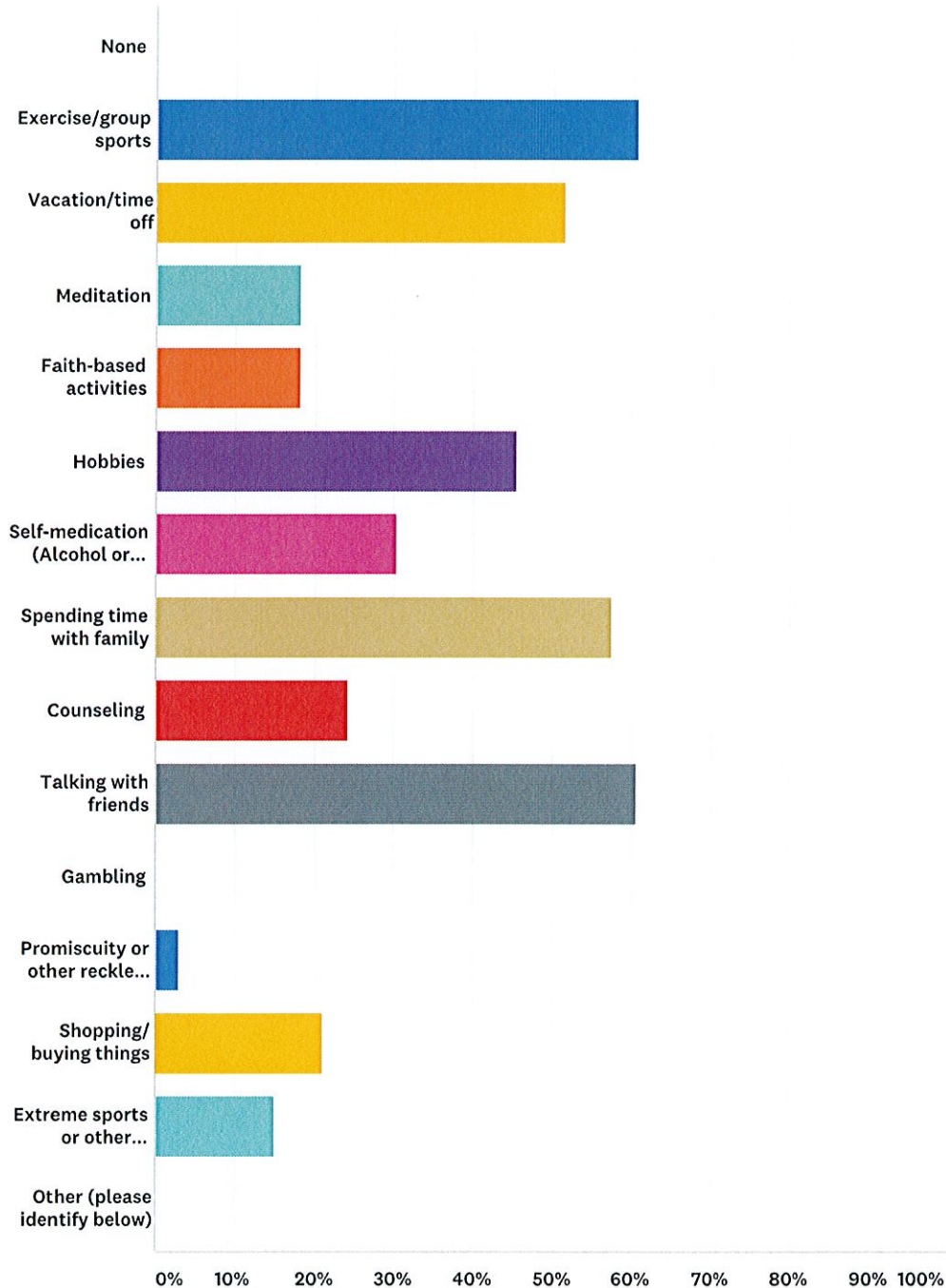
Q29 List any specific habits, hobbies, or interests that you enjoyed and regularly participated in before you began your first responder career, and that you either no longer enjoy or no longer participate in to the same level.

Answered: 19 Skipped: 14

#	RESPONSES	DATE
1	Exercise and running..... yoga	6/5/2019 2:02 PM
2	Softball	5/30/2019 3:08 PM
3	Firefighting, responding to calls. (Am now in admin due to a back injury). Waterskiing, running, snow skiing. Have gained a lot of weight.	5/30/2019 11:42 AM
4	Adventure racing. Due to children. May get back onto it	5/28/2019 4:46 PM
5	Large activities such as football games, baseball games etc. Too many variables to keep an eye out for.	5/25/2019 7:47 PM
6	none	5/24/2019 9:06 AM
7	N/A	5/23/2019 10:04 PM
8	The opposite, I never was a runner. I am now using running as stress relief. I also play ice hockey. I am working very hard on coping strategies.	5/23/2019 9:56 PM
9	PEER Support/CISM	5/23/2019 4:43 PM
10	Golf, and softball.	5/23/2019 12:54 PM
11	Recreational sports, could not risk getting injured because I could not work if I did	5/23/2019 11:20 AM
12	none	5/23/2019 11:02 AM
13	Snowboarding/skiing, hiking, swimming, socializing.	5/23/2019 10:23 AM
14	N/A	5/23/2019 10:13 AM
15	Camping, shooting, racing,	5/23/2019 10:09 AM
16	none	5/23/2019 9:44 AM
17	None	5/23/2019 9:30 AM
18	Automotive	5/22/2019 10:54 PM
19	None	5/22/2019 9:00 PM

Q30 What coping mechanisms, if any, do you regularly rely on to deal with stress and issues from work? Please check all that apply

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
None	0.00%	0
Exercise/group sports	60.61%	20

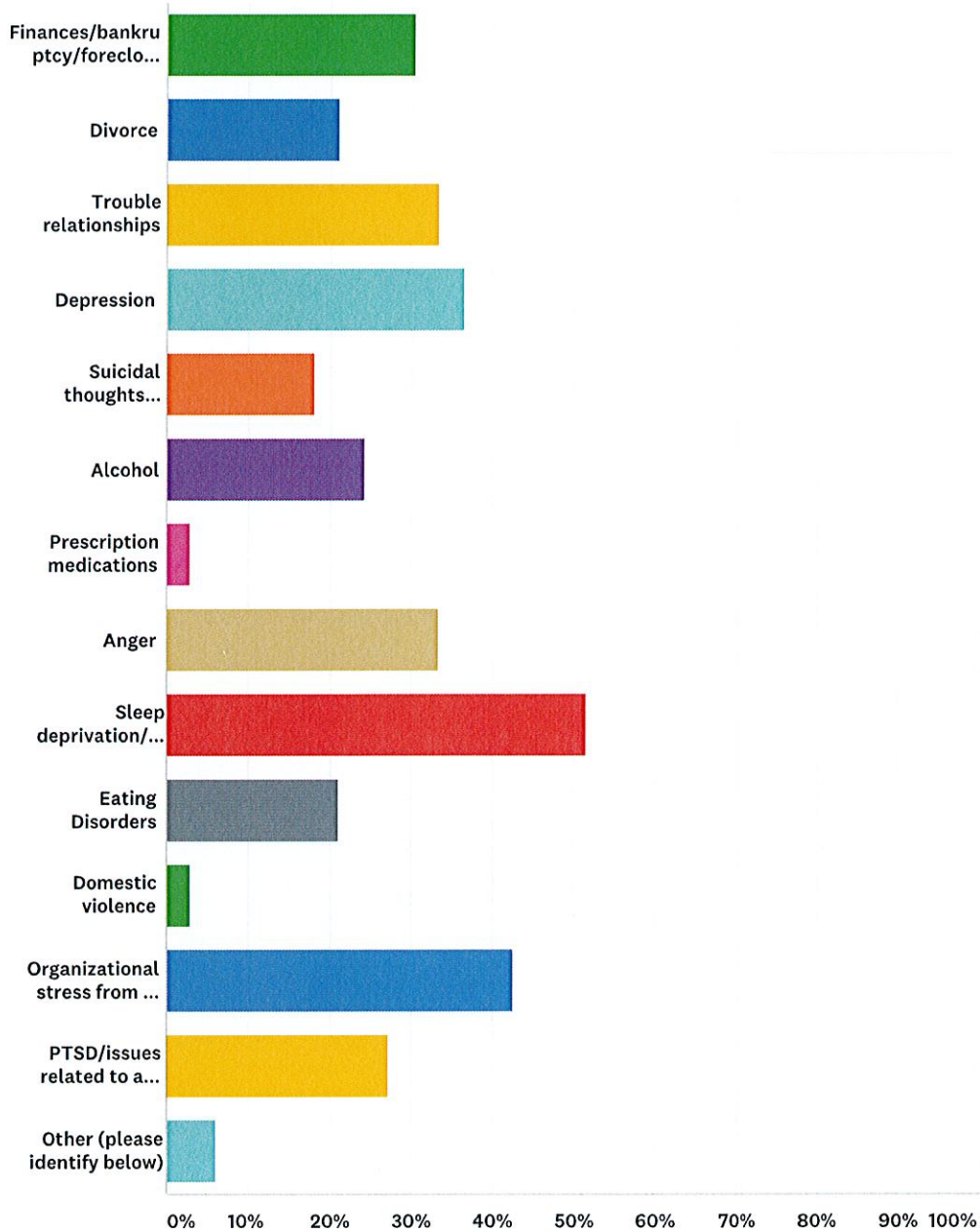
Vacation/time off	51.52%	17
Meditation	18.18%	6
Faith-based activities	18.18%	6
Hobbies	45.45%	15
Self-medication (Alcohol or drugs)	30.30%	10
Spending time with family	57.58%	19
Counseling	24.24%	8
Talking with friends	60.61%	20
Gambling	0.00%	0
Promiscuity or other reckless or dangerous behavior	3.03%	1
Shopping/ buying things	21.21%	7
Extreme sports or other high-risk activities	15.15%	5
Other (please identify below)	0.00%	0

Total Respondents: 33

#	OTHER (PLEASE IDENTIFY)	DATE
1	Praying	5/28/2019 4:46 PM
2	talk to within organization	5/24/2019 9:06 AM
3	mindfulness exercises	5/23/2019 11:20 AM
4	reading, volunteering	5/23/2019 11:02 AM
5	Smoking	5/22/2019 10:54 PM

Q31 Which personal issues listed below directly impact you, those close to you or your job performance? Please check all that apply.

Answered: 33 Skipped: 0



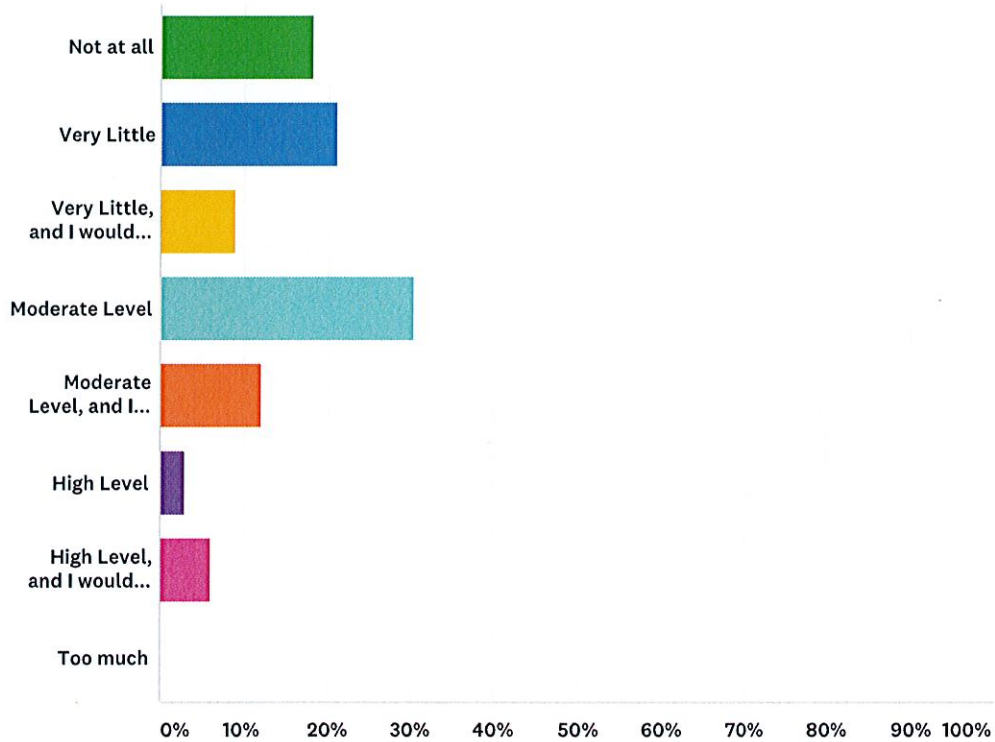
ANSWER CHOICES	RESPONSES	
Finances/bankruptcy/foreclosure	30.30%	10
Divorce	21.21%	7
Trouble relationships	33.33%	11
Depression	36.36%	12

Suicidal thoughts (current or formerly)	18.18%	6
Alcohol	24.24%	8
Prescription medications	3.03%	1
Anger	33.33%	11
Sleep deprivation/sleep problems	51.52%	17
Eating Disorders	21.21%	7
Domestic violence	3.03%	1
Organizational stress from the agency/command staff/supervisors	42.42%	14
PTSD/issues related to a critical incident(s) at work	27.27%	9
Other (please identify below)	6.06%	2
Total Respondents: 33		

#	OTHER (PLEASE IDENTITY)	DATE
1	None	5/30/2019 11:12 AM
2	Difficult marriage. Not troubled. But constantly have to work at it	5/28/2019 4:46 PM
3	none	5/24/2019 9:06 AM
4	None	5/23/2019 1:42 PM
5	I have addressed these and now they are no longer current issues	5/23/2019 11:20 AM
6	none of the above	5/23/2019 11:02 AM

Q32 How much does the agency promote or train individuals in emotional-survival and wellness issues?

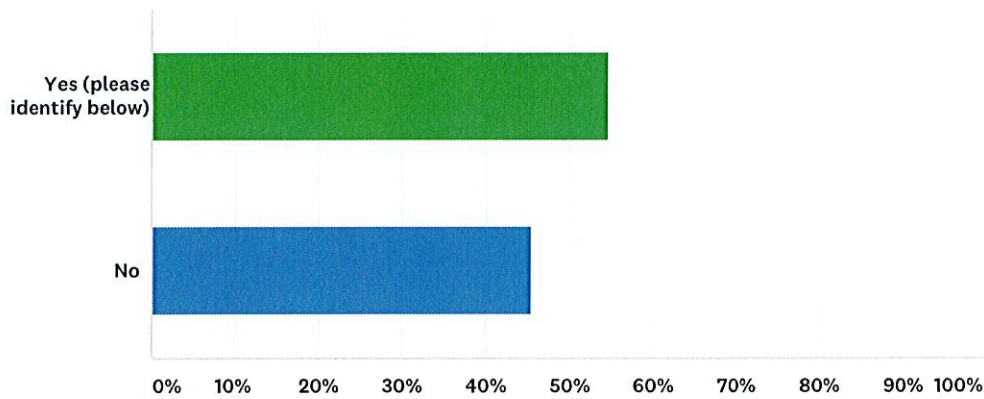
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not at all	18.18%	6
Very Little	21.21%	7
Very Little, and I would like to see more	9.09%	3
Moderate Level	30.30%	10
Moderate Level, and I would like to see more	12.12%	4
High Level	3.03%	1
High Level, and I would like to see more	6.06%	2
Too much	0.00%	0
TOTAL		33

Q33 Is there emotional-survival/wellness training you would like to see?

Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (please identify below)	54.55%	18
No	45.45%	15
TOTAL		33

#	IF YES, PLEASE IDENTIFY	DATE
1	Stress Management with an ungrateful employer	5/31/2019 8:48 PM
2	Surviving Stigma	5/30/2019 3:08 PM
3	No idea	5/28/2019 4:46 PM
4	More than a purchased website PowerPoint!	5/25/2019 7:47 PM
5	Resiliency skills	5/23/2019 10:04 PM
6	Any- give us tips to help ourselves and each other	5/23/2019 9:56 PM
7	I believe that this includes processes and techniques to deal with day to day challenges.	5/23/2019 4:43 PM
8	we do put on mental health first aid classes	5/23/2019 1:42 PM
9	It would be great if someone could come to our station and do a 2 hour course on emotional wellnes to all our County First Responders.	5/23/2019 10:13 AM
10	Cognitive Perception Training	5/23/2019 10:09 AM
11	Self care	5/22/2019 9:09 PM

Q34 Any additional thoughts or comments?

Answered: 14 Skipped: 19

#	RESPONSES	DATE
1	No	6/5/2019 2:02 PM
2	nope	5/30/2019 3:08 PM
3	I think this is another way to make a buck off of responders and their agencies. Kind of like expanding the course work for EMTs, CPR, continuing education, and certifications. If we (you) can kind of justify it, we can make a business model and support it. This involves training (for money) therapists, then train-the-trainer classes (for money) then peer support classes (for money). Then we can do state and national certifications, and charge for those, too. We're already telling EMS providers that they are victims because of their work, soon we'll have an entire industry with people who believe they are victims of their work and have a right to compensation for their feelings or bad behavior. Then we can develop prevention programs (and charge) and we can push mandatory pre-hiring screening (and charge). Then the research ramps-up to create anti-stress therapies and make those mandatory (and charge), and, of course, drug companies will develop new drugs. Following along with this is the expense of insurance as work comp will be forced to pay for time off for therapy and drugs. These costs will be passed onto either the taxpayers or the consumers. The time off will be determined by how long a patient is in in therapy and not able to do the job. But this is subjective depending on how the patient "feels". Who is going to argue that the patient is better? Not the therapist. He/she's making money, and certainly doesn't want a patient to attempt/ commit suicide if he/she says the patient is well. That's bad press (business) and it's stressful. All this because, yeah, it is a stressful job. Most of us don't want to become victims we want to help victims. But with this kind of attitude we will draw people who want to be victims. Kind of a "Munchausen's Syndrome By Occupation". Remember you read it hear first.	5/29/2019 2:30 PM
4	And so it goes	5/28/2019 4:46 PM
5	Thank you for addressing this!! It is appreciated	5/23/2019 9:56 PM
6	Very appreciative of the efforts to align EAP programs to EMS needs. There is definitely a different type of service and counselor that is needed for trauma, PTSD and other EMS specific challenges.	5/23/2019 4:43 PM
7	always ask	5/23/2019 1:42 PM
8	Thank you for doing this survey	5/23/2019 11:20 AM
9	There is a lot of discussion about the affects of PTS. From what I have seen it is more frequently a trigger for overload. Burnout is killing the folks in fire and EMS right now. Its bad. There are agencies that have folks who seek Peer Support and receive intervention from the outside because the agencies are talk. Everyone looks up to these agencies, as they can do no wrong. They are terrible to work for.	5/23/2019 10:23 AM
10	Thanks for sending out the survey (:	5/23/2019 10:13 AM
11	I'm glad to see the increase in awareness, but there exists a culture that small brained selfish people refuse to embrace. Unfortunately, they are in leadership positions and they infect the whole organization. Someone will die on that job because of their ineptitude. It's sad but very true	5/23/2019 10:09 AM
12	EAP needs to utilize counselors with understanding of fire/EMS. Many are just canned and cannot relate.	5/23/2019 9:30 AM
13	N/A	5/22/2019 10:54 PM
14	Our department does an excellent job in this field after several suicides	5/22/2019 9:00 PM