

# Applying the ICAR Guidelines For Stress Resilience in Alpine Rescue

**Laura McGladrey, PMHNP, FNP, FAWM**

**Founder**, Responder Alliance

**Clinician**, Stress Trauma Adversity Research  
and Treatment Center

**Faculty**, College of Nursing at University of  
Colorado

**Stress and Resilience (SAR) Advisor**,  
Portland Mountain Rescue & Eldora Ski Patrol



© RESPONDERALLIANCE.COM

International Commission for Alpine Rescue



## International Commission for Alpine Rescue

### 2023 Final ICAR Recommendations for Stress Resilience in Alpine Rescue

Prepared for the AOD by John Ellerton (MedCom President) and Alison  
Sheets (MRA) Passed by the AOD on the 21st October 2023. Review date  
in 3 years time

These ICAR recommendations are designed for all rescuers and mountain rescue organ-

## ACKNOWLEDGEMENTS



Preparation & Pre-Planning

During Incident or exposure

After Incident Support

What problem are we trying to solve?





A stylized, layered mountain range in various shades of purple and blue, creating a sense of depth. The mountains are jagged and silhouetted against a lighter background.

Stress exposure and impact should be part of all rescue medical training.

Stress injury training should be **recurring** to normalize the discussion of emotional and mental health topics.



A resilience team,  
peer support,  
or similar structure  
should exist to promote  
resilience.



Leverage tools for exposure appraisal and ongoing monitoring following Potentially Traumatic Events. All responding agencies should be included.

INCIDENT SUPPORT TOOL (IST)			
Responder Appraisal		Incident Appraisal	
Personal Identification		Extremes of Exposure	
Depletion / Overwhelm		Mission Injury / Helplessness	
Family Contact		Incident Involving Children/ Animals	
Novel Exposure		Complexity of the Mission	
Personal Responsibility / Duty to Act		Conflict During Mission	
Responder Score:		Incident Score:	

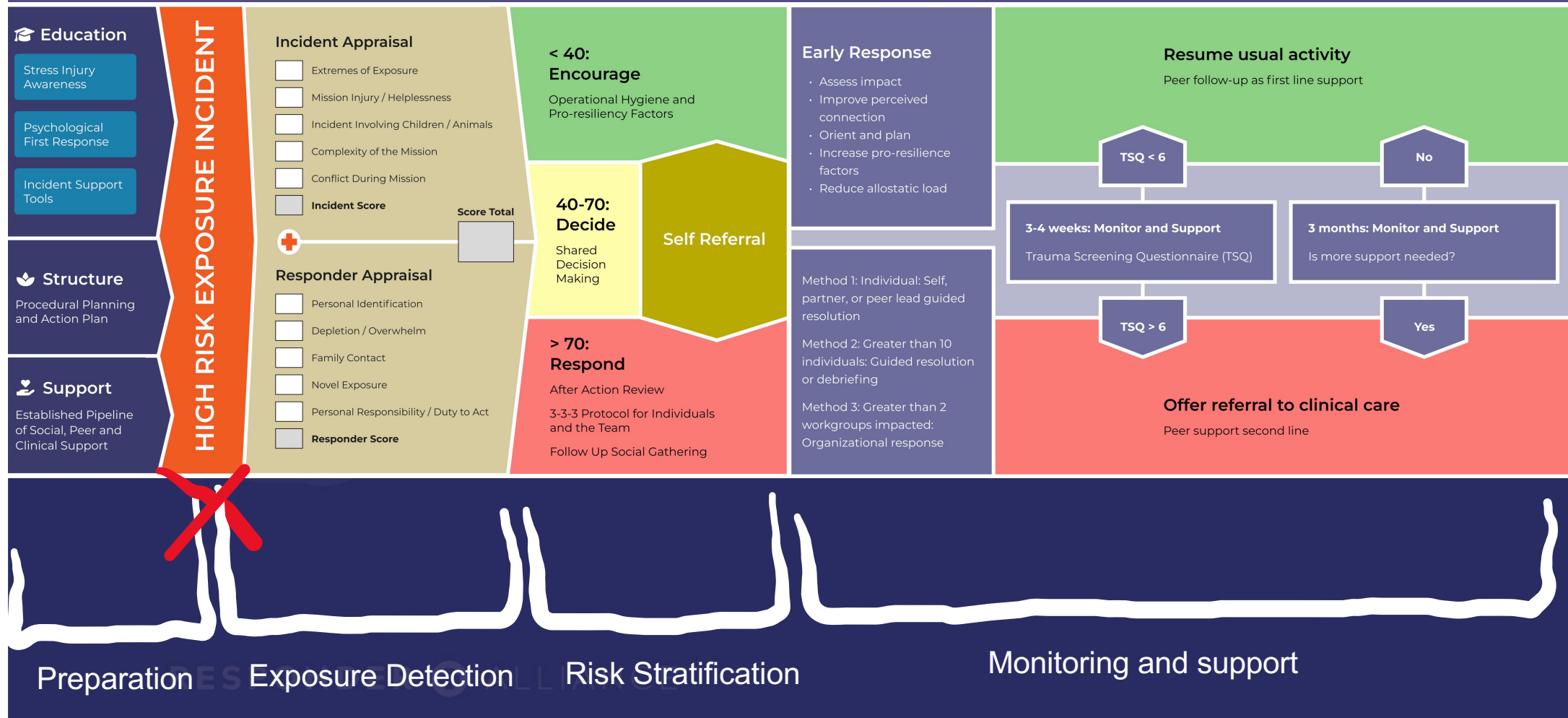
RESPONDER + INCIDENT = TOTAL SCORE:		
0	5	10
Little or No Exposure	Moderate Exposure	Significant Exposure

< 40	<b>Connect:</b> <ul style="list-style-type: none"><li>Revisit Resources &amp; Stress Mitigation Tools</li><li>Monitor Stress Levels</li></ul>
40-70	<b>Consider:</b> <ul style="list-style-type: none"><li>Implement Mitigation Tools</li><li>3-3-3 Protocol</li><li>Follow Up Gathering</li></ul>
> 70	<b>Recommend:</b> <ul style="list-style-type: none"><li>After Action Review</li><li>3-3-3 Protocol for Individuals &amp; the Team</li><li>Follow Up Social Gathering</li></ul>

© 2022 | LAURA MCGLADREY | RESPONDERALLIANCE.COM | BETA TEST - Responder Alliance & Teton Interagency Peer Support

# Consider a systematic approach for detection and mitigation of incident stress



# INCIDENT SUPPORT TOOL (IST)

Responder Appraisal		Incident Appraisal	
Personal Identification		Extremes of Exposure	
Depletion / Overwhelm		Mission Injury / Helplessness	
Family Contact		Incident Involving Children/ Animals	
Novel Exposure		Complexity of the Mission	
Personal Responsibility / Duty to Act		Conflict During Mission	
Responder Score:		Incident Score:	

**RESPONDER + INCIDENT = TOTAL SCORE:**

<b>0</b>	<b>5</b>	<b>10</b>
Little or No Exposure	Moderate Exposure	Significant Exposure

<b>&lt; 40</b>	<b>Connect:</b> <ul style="list-style-type: none"> <li>Revisit Resources &amp; Stress Mitigation Tools</li> <li>Monitor Stress Levels</li> </ul>
<b>40-70</b>	<b>Consider:</b> <ul style="list-style-type: none"> <li>Implement Mitigation Tools</li> <li>3-3-3 Protocol</li> <li>Follow Up Gathering</li> </ul>
<b>&gt; 70</b>	<b>Recommend:</b> <ul style="list-style-type: none"> <li>After Action Review</li> <li>3-3-3 Protocol for Individuals &amp; the Team</li> <li>Follow Up Social Gathering</li> </ul>

## RESPONDER APPRAISAL

### SCORING GUIDE

Personal Identification	<b>0</b> - No personal identification <b>5</b> - Moderate association with subject/scene <b>10</b> - Significant personal identification
Depletion/Overwhelm	<b>0</b> - Green & Resourced <b>5</b> - Stress Impacted & Moderate Depletion <b>10</b> - Exhausted, Depleted or Overwhelmed
Family Contact	<b>0</b> - Minimal/ None <b>5</b> - Witnessed family grief or questioning <b>10</b> - Significant time spent with family
Novel Exposure	<b>0</b> - Familiarity with this incident type <b>5</b> - Have done this at least once <b>10</b> - Never seen this before
Personal Responsibility / Duty to Act	<b>0</b> - No sense of personal responsibility <b>5</b> - Felt somewhat responsible for this subject/mission <b>10</b> - This subject or mission was my responsibility
Total	

## INCIDENT APPRAISAL

### SCORING GUIDE

Extremes Of Exposure	<b>0</b> - Minimal exposure disturbing images <b>5</b> - Moderate exposure <b>10</b> - Extremely disturbing images
Mission Injury/ Helplessness	<b>0</b> - Strong sense of accomplishment <b>5</b> - Concern for tactical errors <b>10</b> - Public scrutiny, blame, tactical errors with significant outcomes
Incident Involving Children/ Animals	<b>0</b> - No children or animals involved <b>5</b> - Adolescents or minimal involvement <b>10</b> - Serious injury/death, involvement of a child or an animal
Complexity of the Mission	<b>0</b> - Straightforward <b>5</b> - Multi-agency or prolonged <b>10</b> - Ongoing, complex or currently unresolved
Conflict During Mission	<b>0</b> - Witnessed Team Cohesion <b>5</b> - Minimal internal conflict or fighting or involving only a few members <b>10</b> - Conflict involving the team
Total	



## INCIDENT SUPPORT TOOL (IST)

Responder Appraisal		Incident Appraisal	
Personal Identification	10	Extremes of Exposure	0
Depletion / Overwhelm	10	Mission Injury / Helplessness	10
Family Contact	10	Incident Involving Children/ Animals	0
Novel Exposure	10	Complexity of the Mission	10
Personal Responsibility / Duty to Act	10	Conflict During Mission	5
Responder Score: 50		Incident Score: 25	

**RESPONDER + INCIDENT = TOTAL SCORE: 75**

0	5	10
Little or No Exposure	Moderate Exposure	Significant Exposure

< 40

### Connect:

- Revisit Resources & Stress Mitigation Tools
- Monitor Stress Levels

40-70

### Consider:

- Implement Mitigation Tools
- 3-3-3 Protocol
- Follow Up Gathering

> 70

### Recommend:

- After Action Review
- 3-3-3 Protocol for Individuals & the Team
- Follow Up Social Gathering

© 2022 | LAURA MCGLADREY | RESPONDERALLIANCE.COM | BETA TEST - Responder Alliance & Teton Interagency Peer Support

## RESPONDER APPRAISAL

### SCORING GUIDE

Personal Identification	<p>0 - No personal identification</p> <p>5 - Moderate association with subject/scene</p> <p>10 - Significant personal identification</p>
Depletion/ Overwhelm	<p>0 - Green &amp; Resourced</p> <p>5 - Stress Impacted &amp; Moderate Depletion</p> <p>10 - Exhausted, Depleted or Overwhelmed</p>
Family Contact	<p>0 - Minimal/ None</p> <p>5 - Witnessed family grief or questioning</p> <p>10 - Significant time spent with family</p>
Novel Exposure	<p>0 - Familiarity with this incident type</p> <p>5 - Have done this at least once</p> <p>10 - Never seen this before</p>
Personal Responsibility / Duty to Act	<p>0 - No sense of personal responsibility</p> <p>5 - Felt somewhat responsible for this subject/mission</p> <p>10 - This subject or mission was my responsibility</p>
Total	

## INCIDENT APPRAISAL

### SCORING GUIDE

Extremes Of Exposure	<p>0 - Minimal exposure disturbing images</p> <p>5 - Moderate exposure</p> <p>10 - Extremely disturbing images</p>
Mission Injury/ Helplessness	<p>0 - Strong sense of accomplishment</p> <p>5 - Concern for tactical errors</p> <p>10 - Public scrutiny, blame, tactical errors with significant outcomes</p>
Incident Involving Children/ Animals	<p>0 - No children or animals involved</p> <p>5 - Adolescents or minimal involvement</p> <p>10 - Serious injury/death, involvement of a child or an animal</p>
Complexity of the Mission	<p>0 - Straightforward</p> <p>5 - Multi-agency or prolonged</p> <p>10 - Ongoing, complex or currently unresolved</p>
Conflict During Mission	<p>0 - Witnessed Team Cohesion</p> <p>5 - Minimal internal conflict or fighting involving only a few members</p> <p>10 - Conflict involving the team</p>
Total	

© 2022 | LAURA MCGLADREY | RESPONDERALLIANCE.COM

**Incident Support Tool (IST)**  
Complete the full 10-question assessment to determine appropriate support interventions.

**Create New Incident**

Incident Type: ☐ Personal Incident ☐ Organization Incident

Incident Title:

Location:

Incident Date:

Incident Time (optional):

Responder Appraisal (Score: 0-50)

Questions 1-5: Answer your personal response to this incident.

Personal Identification

0 - No personal identification

5 - Moderate association with subject/scene

10 - Significant personal identification

Depletion/Overwhelm

0 - Green & Resourced

5 - Stress Impacted & Moderate Depletion

10 - Exhausted, Depleted or Overwhelmed

Family Contact

0 - Minimal/None

5 - Witnessed family grief or questioning

10 - Significant time spent with family

Novel Exposure

0 - Familiarity with this incident type

5 - Have done this at least once

10 - Never seen this before

Personal Responsibility/Duty to Act

0 - No sense of personal responsibility

5 - Felt somewhat responsible for this subject/mission

10 - This subject or mission was my responsibility

Incident Appraisal (Score: 0-50)

Questions 6-10: Answer the incident characteristics that may impact response and recovery.

Extremes of Exposure

0 - Minimal exposure to disturbing images

5 - Moderate exposure

10 - Extremely disturbing images

Mission Injury/Helplessness

0 - Strong sense of accomplishment

5 - Concern for tactical errors

10 - Public scrutiny, blame, tactical errors with significant outcomes

Incident Involving Children/Animals

0 - No children or animals involved

5 - Adolescents or minimal involvement

10 - Serious injury/death, involvement of a child or an animal

Complexity of the Mission

0 - Straightforward

5 - Multi-agency or prolonged

10 - Ongoing, complex or currently unresolved

Conflict During Mission

0 - Witnessed Team Cohesion

5 - Minimal internal conflict or fighting involving only a few members

10 - Conflict involving the team

Additive Notes (optional)

Describe the incident, your experience, or additional context.

**Current Assessment**

Responder Score: 50

Incident Score: 25

**Total Score: 75**

**GREEN** (Connect)

Recommended Action:

- Revisit Resources & Stress Mitigation Tools
- Monitor Stress Levels

**Recent Incidents**

Personal Incident: [Details]

Test Incident: [Details]

Accident: [Details]

**Your Incidents**

[Details]

2 | Respond

ance.com

© 2022 Respond Alliance, LLC. All Rights Reserved





Proceedings, International Snow Science Workshop, Tromsø, Norway, 2024

## THE INCIDENT SUPPORT TOOL: A NOVEL FRAMEWORK FOR ENHANCING AVALANCHE RESPONSE OPERATIONS

Isabelle Trachtenberg<sup>1\*</sup>, Gabriel Benel<sup>2</sup>, William Mundo<sup>1,3</sup>, Laura Maguire<sup>4</sup>, Laura McGladrey<sup>1</sup>

<sup>1</sup> University of Colorado Anschutz, Aurora CO, USA

<sup>2</sup> Snowmass Ski Patrol, Snowmass Village CO, USA

<sup>3</sup> Department of Emergency Medicine, Denver Health Hospital & Authority, Denver CO, USA

<sup>4</sup> Cognition In The Wild, Leavenworth WA, USA

**ABSTRACT:** Avalanche response and forecasting operations often involve complex decision making before, during and after an incident. Responders navigate challenging experiences and manage engagement around wellness and mental health with minimal guidance. The Incident Support Tool (IST) was developed by Responder Alliance to systematically assess responder risks and to support psychological well-being. The tool is designed to be used by teams that operate regularly in stressful and hazardous conditions. The objective of the IST is to improve precision and efficiency in decision making in determining psychological support for responders after a potentially traumatizing experience. IST use is initiated by stress resiliency team members and can be used collaboratively on multi-agency responses. Leadership and incident commanders assign an Incident Appraisal Score (IAS) using an integrated scoring guide. Individual responders add a Responder Appraisal Score (RAS) by completing a similar exercise. A cumulative score of Incident Appraisal plus Responder Appraisal is calculated for each responder. The IST scores correlate with a color (red, yellow, green) and the tool provides recommended actionable steps. In the 2023-2024 North American winter season, a mobile application was tested by the Loveland Ski Patrol, Snowmass Ski Patrol, Parks Canada, and the Colorado Avalanche Information Center. The application allowed for direct entry and tracking of IST scores following incidents. A scheduling component provides leadership with a method of tracking workplace traumatic stress exposure, the responders attached to those incidents, and planning appropriate courses of action over time. For these four organizations, the IST application was used by 54 individuals for nine incidents. 35 IST scores were recorded within the app. This study presents findings from a feasibility and use of

## INCIDENT SUPPORT TOOL (IST)

Responder Appraisal		Incident Appraisal	
Personal Identification	10	Extremes of Exposure	0
Depletion / Overwhelm	10	Mission Injury / Helplessness	10
Family Contact	10	Incident Involving Children/ Animals	0
Novel Exposure	10	Complexity of the Mission	10
Personal Responsibility / Duty to Act	10	Conflict During Mission	5
Responder Score: 50		Incident Score: 25	

**RESPONDER + INCIDENT = TOTAL SCORE: 75**

0	5	10
Little or No Exposure	Moderate Exposure	Significant Exposure

< 40

### Connect:

- Revisit Resources & Stress Mitigation Tools
- Monitor Stress Levels

40-70

### Consider:

- Implement Mitigation Tools
- 3-3-3 Protocol
- Follow Up Gathering

> 70

### Recommend:

- After Action Review
- 3-3-3 Protocol for Individuals & the Team
- Follow Up Social Gathering

© 2022 | LAURA MCGLADREY | RESPONDERALLIANCE.COM | BETA TEST - Responder Alliance & Teton Interagency Peer Support

## RESPONDER APPRAISAL

### SCORING GUIDE

Personal Identification	<p>0 - No personal identification</p> <p>5 - Moderate association with subject/scene</p> <p>10 - Significant personal identification</p>
Depletion/ Overwhelm	<p>0 - Green &amp; Resourced</p> <p>5 - Stress Impacted &amp; Moderate Depletion</p> <p>10 - Exhausted, Depleted or Overwhelmed</p>
Family Contact	<p>0 - Minimal/ None</p> <p>5 - Witnessed family grief or questioning</p> <p>10 - Significant time spent with family</p>
Novel Exposure	<p>0 - Familiarity with this incident type</p> <p>5 - Have done this at least once</p> <p>10 - Never seen this before</p>
Personal Responsibility / Duty to Act	<p>0 - No sense of personal responsibility</p> <p>5 - Felt somewhat responsible for this subject/mission</p> <p>10 - This subject or mission was my responsibility</p>
Total	

## INCIDENT APPRAISAL

### SCORING GUIDE

Extremes Of Exposure	<p>0 - Minimal exposure disturbing images</p> <p>5 - Moderate exposure</p> <p>10 - Extremely disturbing images</p>
Mission Injury/ Helplessness	<p>0 - Strong sense of accomplishment</p> <p>5 - Concern for tactical errors</p> <p>10 - Public scrutiny, blame, tactical errors with significant outcomes</p>
Incident Involving Children/ Animals	<p>0 - No children or animals involved</p> <p>5 - Adolescents or minimal involvement</p> <p>10 - Serious injury/death, involvement of a child or an animal</p>
Complexity of the Mission	<p>0 - Straightforward</p> <p>5 - Multi-agency or prolonged</p> <p>10 - Ongoing, complex or currently unresolved</p>
Conflict During Mission	<p>0 - Witnessed Team Cohesion</p> <p>5 - Minimal internal conflict or fighting involving only a few members</p> <p>10 - Conflict involving the team</p>
Total	

© 2022 | LAURA MCGLADREY | RESPONDERALLIANCE.COM

FullResponder Dashboard Green Check Health Plans Capacity Tracker Incident Tracker System Help, Etc.

Incident Support Tool (IST)

Complete the full 10-question assessment to determine appropriate support interventions.

Create New Incident

Incident Type: Personal Incident (Click and drag for personal reflection and self-assessment) Organization Incident (Click and drag for team members and organizations for intervention response)

Incident Title: e.g., Structure Fire, Vehicle Accident, Shoot Location: Address or location description

Incident Date: mm/dd/yyyy Incident Time (optional): --:--

Responder Appraisal (Score: 0/50)

Questions 1-6 Assess your personal response to this incident.

Personal Identification

0 No personal identification

5 Moderate association with subject/scene

10 Significant personal identification

Depletion/Overwhelm

0 Green & Resourced

5 Stress Impacted & Moderate Depletion

10 Exhausted, Depleted or Overwhelmed

Family Contact

0 Minimal/None

5 Witnessed family grief or questioning

10 Significant time spent with family

Novel Exposure

0 Familiarity with this incident type

5 Have done this at least once

10 Never seen this before

Personal Responsibility/Duty to Act

0 No sense of personal responsibility

5 Felt somewhat responsible for this subject/mission

10 This subject or mission was my responsibility

Incident Appraisal (Score: 0/50)

Questions 7-10 Assess the incident characteristics that may impact response and recovery.

Extremes of Exposure

0 Minimal exposure to disturbing images

5 Moderate exposure

10 Extremely disturbing images

Mission Injury/Helplessness

0 Strong sense of accomplishment

5 Concern for tactical errors

10 Public scrutiny, blame, tactical errors with significant outcomes

Incident Involving Children/Animals

0 No children or animals involved

5 Adolescents or minimal involvement

10 Serious injury/death, involvement of a child or an animal

Complexity of the Mission

0 Straightforward

5 Multi-agency or prolonged

10 Ongoing, complex or currently unresolved

Conflict During Mission

0 Witnessed Team Cohesion

5 Minimal internal conflict or fighting involving only a few members

10 Conflict involving the team

Additive Notes (optional)

Describe the incident, your experience, or additional context.

Save Incident Response

Current Assessment

Responder Score: 0/50 Incident Score: 0/50 Total Score: 0/100

GREEN (Connect)

Recommended Action:

- Revisit Resources & Stress Mitigation Tools
- Monitor Stress Levels

Recent Incidents View All Incidents

Personal Score: 0/50 Incident Score: 0/50 Total Score: 0/100

Test Incident (Date: 01/11/2025 Time: 01:00:00)

Accident (Reported: 01/11/2025)

Your Incidents

Unpublished, CO (Unpublished, CO) (Unpublished, CO) (Unpublished, CO) (Unpublished, CO)

2 | Respond

ance.com

© 2022 FullResponder, LLC. All Rights Reserved

FieldResponder

DashboardGreen ChoicesHealth PlansCapacity TrackerIncident TrackerSystemHello, Eric

System Information

### Incident Support Tool (IST)

Complete the full 10-question assessment to determine appropriate support interventions.

#### Create New Incident

Incident Type \*

Personal Incident  
Visible only to you. For personal reflection and self-assessment.

Organization Incident  
Share with team members and organizations for collaborative response.

Incident Title \*

e.g., Structure Fire, Vehicle Accident, Mud

Location \*

Address or location description

Incident Date \*

mm/dd/yyyy

Incident Time (optional)

MM:SS AM

#### Responder Appraisal (Score: 0/50)

Questions 1-5 Assess your personal response to this incident.

Personal Identification

0 No personal identification

5 Moderate association with subject/topic

10 Significant personal identification

Responder Characteristics

0 Green & Resilient

5 Stress Impaired & Moderate Depletion

10 Exhausted, Depleted or Overwhelmed

Family Contact

0 Minimal/None

5 Minimal family grief or questioning

10 Significant time spent with family

Recent Exposure

0 Familiarity with this incident type

5 Have done this at least once

10 Never seen this before

Personal Responsibility/Duty to Act

0 No sense of personal responsibility

5 Full personal responsibility for this subject/topic

10 This subject or incident was my responsibility

#### Incident Appraisal (Score: 0/50)

Questions 6-10 Assess the incident characteristics for assessment purposes and actions.

#### Current Assessment

Responder Score

0/50

Incident Score

0/50

Total Score

0/100

GREEN (Correct)

Recommended Actions

- Assess Resources & Stress Mitigation Tools
- Monitor Stress Levels

#### Recent Incidents

View All Incidents →

Personal Injury  
Location: CO - Boulder  
Score: 0/50

Test Incident  
Location: CO - Boulder  
Score: 0/50

Accident  
Score: 0/50

#### Your Incidents

Stressful, CO  
Incident Date: Incident Date

Responder: I created this - Responding

Organization: Responding

FieldResponder

DashboardGreen ChoicesHealth PlansStress TrackerIncident TrackerHello, Eric

Evergreen Collective

### Dashboard

Overview of your green choices, stress levels, team health, and recent incidents.

#### Green Choices

Start your streak today!

day streak

+ Log a Green Choice

0. View Full Dashboard

Today's Choice: 0

#### 3-3-3 Protocol Status

No active protocols

Protocols are activated when you enroll after high-risk incident assessments

#### Day 3 Check-ins

No pending 3-day check-ins

Check-ins are scheduled after high-risk incident assessments

Recent Stress Level

YELLOW

Stress Entries

5

Team Entries

3

Recent Incidents

3

#### Recent Individual Stress Entries

View all entries →

YELLOW - REACTING

Aug 18, 09:23 PM

Top Indicators: Distance From Others Criticism

GREEN - READY

Aug 18, 09:45 AM

Top Indicators: Healthy Personal Relationships

GREEN - READY

Aug 18, 09:16 PM

Top Indicators: Emotionally Available

GREEN - READY

Aug 18, 07:01 PM

Top Indicators: Emotionally Available Gratitude

YELLOW - REACTING

Aug 18, 08:59 PM

Top Indicators: Fatigue Sleep Loss Loss of Creativity

#### Recent Team Stress Entries

View team assessments →

#### Recent Incidents

View all incidents →

Accident

Aug 18, 09:56 AM

Location: Steamboat

Score: 50

Accident

Aug 18, 09:17 PM

Location: Steamboat

Score: 60

Test Incident

Aug 18, 07:08 PM

Location: Dillon, CO

Score: 20

Record Stress Level  
Track your current stress.

Team Assessment  
Evaluate team stress levels.

Report Incident  
Document a critical incident.

Stress Continuum utilization should be routine for the team and individuals.

### INDIVIDUAL STRESS CONTINUUM

READY	REACTING	INJURED	CRITICAL
Healthy Sleep Healthy Personal Relationships Spiritual & Emotional Health Physical Health Emotionally Available Gratitude Vitality Room For Complexity Sense of Mission	Sleep Loss Distance From Others Change In Attitude Fatigue Avoidance Short Fuse Criticism Lack of Motivation Cutting Corners Loss of Creativity Loss of Interest	Sleep Issues/ Nightmares Disengaged Relationships Feeling Trapped Exhausted Physical Symptoms Emotional Numbness Suffering Isolation Burnout	Insomnia Broken Relationships Intrusive Thoughts Anxiety & Panic Depression Feeling Lost or Out of Control Thoughts Of Suicide Blame Hopelessness

ADAPTED FROM COMBAT AND OPERATIONAL STRESS FIRST AID BY LAURA MCGLADREY | RESPONDERALLIANCE.COM

### STRESS CONTINUUM FOR THE TEAM

READY	REACTING	INJURED	CRITICAL
Transparency Vulnerability Requests for help met with Support Connection Team approach to overwhelm Curiosity Culture <b>Mission Satisfaction</b>	Normalizing depletion Staff dreading work Mistakes are personal Transactional communication Requests for help are criticized <b>Mission drift</b>	Resources scarce Rigid perspectives Members undervalued Communication Silos Suffering in silence Helplessness <b>Mission fatigue</b>	Cliques and hierarchy Lack of trust Gas lighting Culture of blame Vulnerability punished Fear at work Hopelessness <b>Moral Injuries</b>

© 2021 | LAURA MCGLADREY | RESPONDERALLIANCE.COM

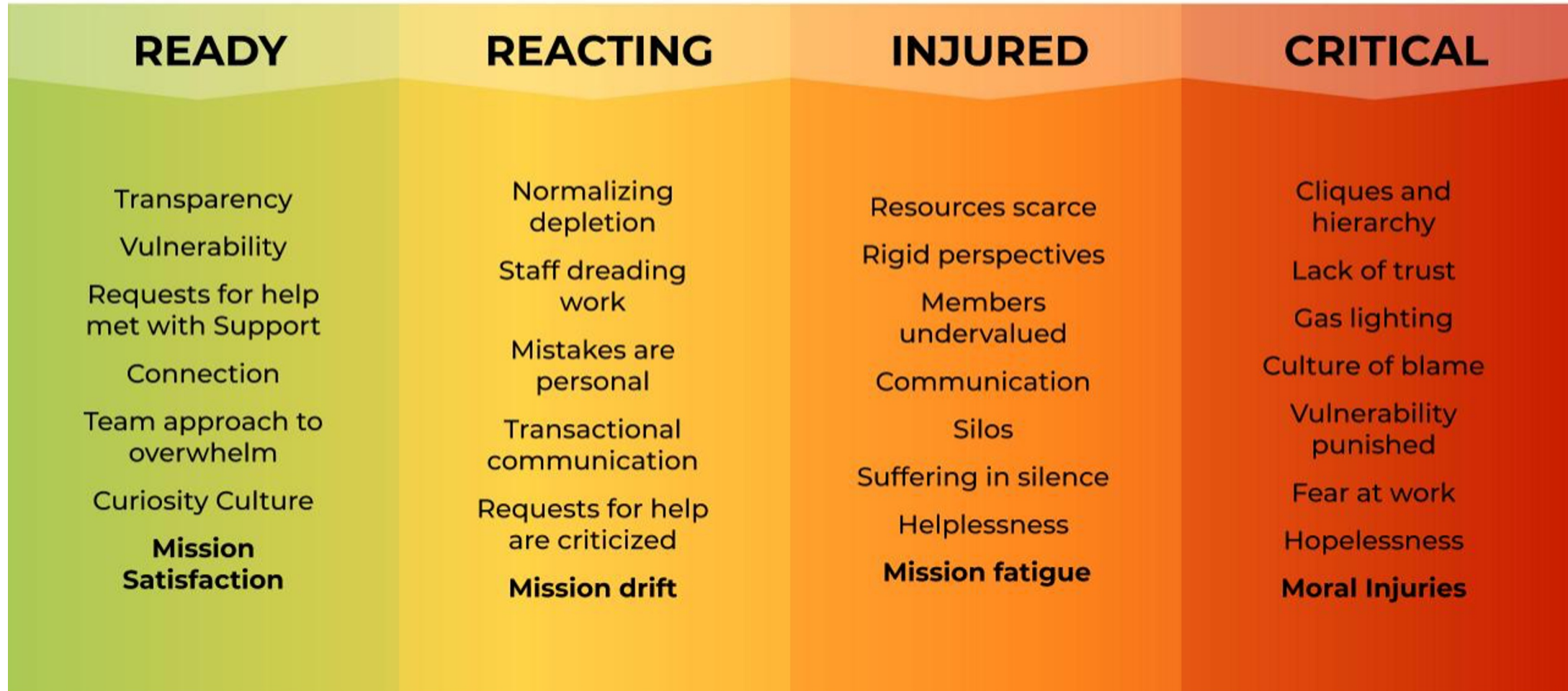


# INDIVIDUAL STRESS CONTINUUM

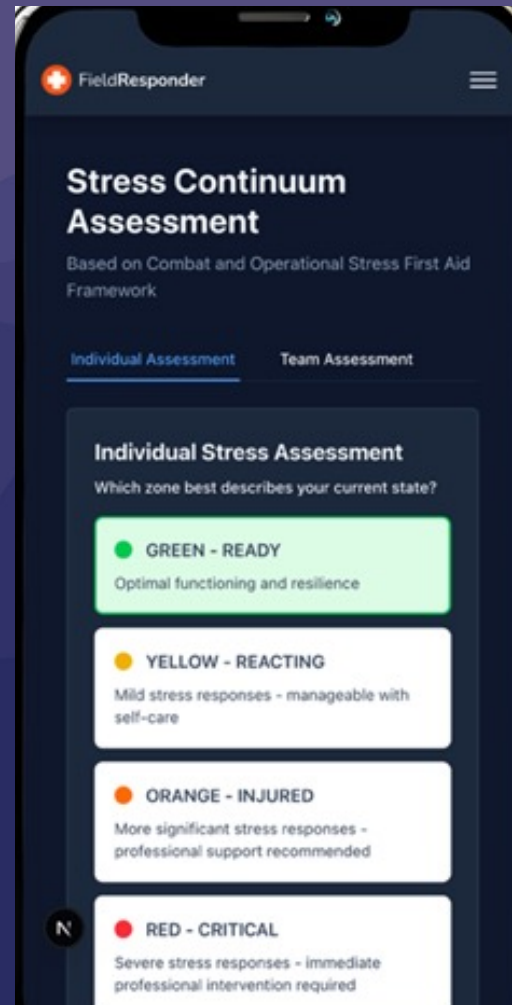
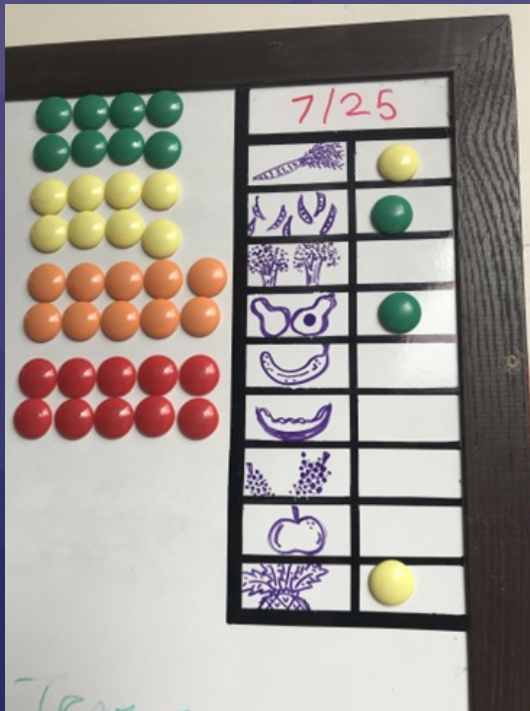
READY	REACTING	INJURED	CRITICAL
Healthy Sleep	Sleep Loss	Sleep Issues/ Nightmares	Insomnia
Healthy Personal Relationships	Distance From Others	Disengaged Relationships	Broken Relationships
Spiritual & Emotional Health	Change In Attitude	Feeling Trapped	Intrusive Thoughts
Physical Health	Fatigue	Exhausted	Anxiety & Panic
Emotionally Available	Avoidance	Physical Symptoms	Depression
Gratitude	Short Fuse	Emotional Numbness	Feeling Lost or Out of Control
Vitality	Criticism	Suffering	Thoughts Of Suicide
Room For Complexity	Lack of Motivation	Isolation	Blame
Sense of Mission	Cutting Corners	Burnout	Hopelessness
	Loss of Creativity		
	Loss of Interest		

ADAPTED FROM COMBAT AND OPERATIONAL STRESS FIRST AID BY LAURA MCGLADREY | RESPONDERALLIANCE.COM

# STRESS CONTINUUM FOR THE TEAM



# Embedding Capacity Checks into Operational Rituals



## Stress Injury Awareness for Vital Responders

FieldResponder supports the mental health and resilience of those who serve our communities. Our app helps first responders understand stress injury awareness and provides mitigation solutions, powered by Responder Alliance tools and resources.

Monitor your stress levels and identify patterns with our easy-to-use tracking tools. Access evidence-based resources and create personalized stress management plans. Share experiences and support strategies with fellow first responders.



### About Us

#### Why FieldResponder?

Field responders of all types are using Responder Alliance tools to recognize, prevent and mitigate stress impact in the predictable trajectory of outdoor pursuits and rescue. Most responders don't receive the warning or training skills to support themselves or each other following critical incidents and day to day stress accumulation.

The FieldResponder app combines field guidance for stress response with self and peer evaluation tools to appraise stress exposure and guidance for screening and early mitigation of stress by responders.

FieldResponder offers expert guidance, training, self and partner support tools to be available to responders at the point of impact and throughout expedition and deployments in the field.

This app takes the guesswork out of incident response following foreseeable but unexpected events, and allows responders to take important first steps to reduce impact of critical incident stress before someone reaches the point of needing clinical support. Responders now have a clear pathway for self-monitoring and stress mitigation, and are no longer powerless in the face of recreational or operational stress.

Field responders are those who work outside of traditional buildings and workplaces and have the additional responsibility of decision making and implementing when support is not readily available. Field responders are those who work in remote or remote settings. Field responders are out from a different cloth, stepping up to challenges not faced by those in the traditional workplace.

Field responders include: wildland firefighters, law enforcement on public lands, National Guard and military responders, avalanche forecasters, search and rescue personnel, guides, ski patrolers, medical personnel responding to climate challenges or disaster events, humanitarian aid workers, wilderness medicine providers, rural EMS providers, pilots, rangers, and outdoor professionals supporting adventure in the wild places.

In our world today, a change in the winds can turn a structural firefighter into a disaster responder. Field responders face unprecedented decisions and complexity. This app puts the skills and guidance in the hands of those we depend on the most, when they need it most.

### App Features

#### Mitigate Stress Injury

Empower yourself and your team with clinically verified, peer-supported tools and resources for field responders.

##### Field-based Interface

Field-based interface with easy access to the Incident Support Framework.

##### Field-to-Leadership Interface

Field-to-leadership (and/or field-to-resilience team) interface to inform decision-making, capacity based on exposure and stress level.

##### User-friendly Dashboard

User-friendly dashboard for leadership and team members.

##### Supportive Guidance

Supportive guidance for self and teammate stress care.

##### Incident Appraisal and Support History

Incident appraisal and support history for field user and supporter.

##### Access to Step-by-step Guidance

Access to step-by-step guidance following incident exposure.

##### Stress Continuum Reporting

Stress Continuum reporting for individual and team reference.

##### Push Notifications

Push notifications with calendar integration for 3-5-3 framework.

##### Access to Responder Alliance Field Guidance

Access to Responder Alliance field guidance for self and lateral support.

##### Offline Access

Offline access with data syncing and backup.

##### Field Notes

Field notes providing subject matter expertise guiding field responders such as bystander care, incident support and stress mitigation.

#### Need App Support?

The FieldResponder team is here to help.

Contact Us





Stress/Psychological First Aid should be used to mitigate risks on-scene following principals of:

Safety

Calm

Connection

Efficacy

Hope

## 11. Use the 3-3-3 Protocol and the Traumatic Stress Questionnaire (TSQ) to provide support to those with high-risk exposures.

### TRAUMATIC EXPOSURE PROTOCOL

#### POTENTIALLY TRAUMATIZING EVENT (PTE) CRITERIA

- FAMILY CONTACT
- PERSONAL CONNECTION OR EMPLOYEE INVOLVEMENT
- DUTY TO ACT
- MISSION INJURY/ HELPLESSNESS
- EXTREMES OF EXPOSURE
- OVERWHELMED/DEPLETION
- INCIDENTS INVOLVING CHILDREN
- COMPLEXITY OF INCIDENT
- FIRST TIME EXPOSURE

### 3-3-3 EXPOSURE PROTOCOL

#### 3 DAYS POST INCIDENT

Stress Continuum Check-in  
Normalization/Education  
Leverage **GREEN** Choices (make a plan)  
Self & Partner Awareness  
(Support Return to Baseline)  
Life Stressors Check-in

#### 3 WEEKS POST INCIDENT

Complete TSQ  
Scores > 6 = increase risk of stress injury development  
Provide Resources for Professional Support  
Stress Continuum Check-in  
Revisit Plan to return to Green Baseline

#### 3 MONTHS POST INCIDENT

Stress Continuum Check-in  
Revisit Plan to return to Green Baseline  
Offer Resources and Connection  
Offer Further check-ins if requested

© 2021 | LAURA MCGLADREY | RESPONDERALLIANCE.COM

### TRAUMATIC STRESS QUESTIONNAIRE

COMPLETE AT THE 3 WEEK CHECK-IN. ASKING THE QUESTION:  
**HAVE YOUR RECENTLY EXPERIENCED ANY OF THE FOLLOWING?**

(AT LEAST TWICE IN THE PAST WEEK)		YES	NO
1. Upsetting thoughts or memories about the event that have come into your mind against your will?			
2. Upsetting dreams about the event?			
3. Acting or feeling as though the event were happening again?			
4. Feeling upset by reminders of the event?			
5. Bodily reactions (such as fast heartbeat, stomach churning)?			
6. Difficulty falling or staying asleep?			
7. Irritability or outbursts of anger?			
8. Difficulty concentrating?			
9. Heightened awareness of potential dangers to yourself and others?			
10. Feeling jumpy or being startled by something unexpected?			

Traumatic Stress Questionnaire, C.R. Brewin et al, 2002 | used with permission

Mental Health Professionals working with SAR should be familiar with tools, culture, and language used by rescuers.

## CLINICIAN HUB

The goal of the Clinician Hub is to create a clear path for our clinician partners, including more updates, structure and support. Join our next office hours, Oct 29th with Laura McGladrey.

### CLINICIAN HUB MEMBERSHIP INCLUDES:



#### ONLINE COURSE ACCESS

- Stress Injury Awareness for the Individual
- Incident Support for Traumatic Stress



#### ONLINE COURSE ACCESS

- Stress Injury Awareness for the Individual
- Incident Support for Traumatic Stress



#### QUARTERLY MEETINGS WITH LAURA MCGLADREY

- 2x 2hr Seminars to build upon the Online Courses
- 2x Office hours with Laura, to support implementation & answer questions



#### ACCESS TO THE CLINICIANS FEED

For ongoing connection with other Clinicians on the Hub



[Find help](#) [Your Lifelines](#) [Advice & support](#) [Training](#) [About us](#) [More resources](#)

[Search](#) [Home](#)

### Lifelines Volunteer Responders

# Hello We're glad you're here

Whatever your involvement with voluntary emergency response, these extra resources are for you. Whether you're a volunteer responder, family member, friend or employer.



Subscribe to access Responder Alliance PDF  
on aligning with international guidelines from ICAR,  
join our International Hub online.



[laura@responderalliance.com](mailto:laura@responderalliance.com)

RESPONDER  ALLIANCE

## ALIGN YOUR TEAM

with International Recommendations  
for Stress Resilience in Alpine Rescue



© 2025 | Responder Alliance | [www.responderalliance.com](http://www.responderalliance.com)

# Future Considerations

**Preconference 2026 in Innsbruck**

**International Hub for Stress  
Resilience Training**

**Clinician HUB for International Collaboration**

**Consider embedding stress resilience  
guidelines into other commission guidelines**

**ICAR Wellbeing & Stress Resilience Summit?**