

***Shift Happens:***

Tame the Tension with

# **Stress First Aid**

**Student  
Workbook**



Presented by:  
**MESH Coalition**



Patricia Watson, PHD

***Shift Happens:***  
Tame the Tension with  
**Stress First Aid**



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Jim Floyd, DHA, MS, MEd, DAAETS  
Organizational Psychology Consultant

Monica Morphew, RN, BSN, MS(c)





About...

## Dr. James M. Floyd, Jr.

Jim Floyd possesses over 40 years of experience in public safety, healthcare, and training and is the Administrator and Chief Marion County Medical Multi-Agency Coordination Center Manager for the MESH Coalition in Indianapolis, Indiana. He specializes in organizational psychology consulting, providing tailored support to build resilience, foster healthy workplaces, and guide teams through difficult transitions. Services include crisis response planning, grief workshops, stress management training, and individual consultations. He understands the human impact of crisis and is committed to helping staff and the organization emerge stronger.

Dr. Floyd is a Diplomate of the American Academy of Experts in Traumatic Stress and serves as a Chaplain and leadership team member of the Indiana District 5 Resilience & Emotional Support Team. He also serves as a Chaplain and Coordinator of the Hendricks County, Indiana Medical Reserve Corps Crisis Response Team providing Peer Support Services. and is a member of the Indiana Crisis Assistance Response Team. He is a Certified Crisis Chaplain, Certified in Critical Incident Stress Management, Certified in Acute Traumatic Stress Management, Certified Trauma Support Specialist, and Certified Field Traumatologist. He also holds Professional Certification in Trauma & Resilience, Professional Certification in Resilience Strategies for the Workplace, Certified Grief Educator, a Certificate in Grief Support Specialist, a Certificate in Trauma-Informed Leadership, a Certificate in Psychologically Safe Leadership, a Certificate in Psychological Health and Safety at Work, Certified OSHA Workplace Stress Management Trainer, a certificate in Total Worker Health® Professional Program, a certificate in Total Worker Health® Leadership, a Certificate in NOVA National Community Crisis Response Team Training Basic Level, a Certificate in Spiritual Care Specialist, a Certificate in Spiritual Companionship, a Certificate in Teacher of Presence, Certified Ho'oponopono Practitioner, and is a Certified Meditation and Mindfulness Teacher.

A practicing Tibetan Buddhist since 2000, Jim (Tenzin Kunsang) is an ordained Ngakpa (non-monastic Vajrayana priest) and provides spiritual support to the aged, sick, bereaved, and dying as a volunteer True Refuge Companion.

Jim is an Indiana Certified Community Health Worker with additional training in Stress First Aid, Spiritual First Aid, Psychological First Aid, Mental Health First Aid, Skills for Psychological Recovery, QPR Gatekeeper (suicide prevention), Talk Saves Lives presenter, ResponderStrong Mental Health Curriculum Trainer, Motivational Interviewing, Compassion Fatigue and Resilience Educator, Building Trauma-Informed Organizations, Solution Focused Coaching, Anxiety & Stress Management Coaching, Change Management for Resilient Professionals, Resilience After Adversity, Professional Sleep Consultant, Interprofessional Spiritual Care Education Curriculum, Cultivating Emotional Balance, Psychology of Buddhist Tantra, Death and Dying Educator, Opioid Paraprofessional, and Opioid Overdose Educator & Naloxone Distributor.

Educationally he earned an Associate in Science degree from The University of the State of New York, Bachelor of Fine Arts and Master of Education degrees from American InterContinental University, a Master of Science degree in Industrial Organizational Psychology from Walden University, and a Doctor of Healthcare Administration degree from Virginia University of Lynchburg.

Jim is a member of the National Society of Leadership and Success, the Golden Key International Honour Society, the National Society of Collegiate Scholars, the National Association of Community Health Workers, the International Critical Incident Stress Management Foundation, the American Academy of Experts in Traumatic Stress Management, the Society for Theory and Research on Salutogenesis, Spiritual Care Partners, and Spiritual Directors International.



[www.meshcoalition.org](http://www.meshcoalition.org) [jfloyd@meshcoalition.org](mailto:jfloyd@meshcoalition.org) cell: 317.914.2431



About ...

# Monica Morphey, RN, BSN, MS(c)

Monica Morphey is a highly skilled and dedicated front-line healthcare professional with a rich background in critical care. With bedside patient care experience in hospital intensive care units and as a critical care transport nurse, she brings a wealth of expertise to her current role as the Nurse Epidemiologist and Crisis and Continuity Advisor at MESH Coalition.

As a licensed Registered Nurse in the state of Indiana, Monica's academic journey led her to graduate from the prestigious Indiana University Bloomington School of Nursing, where she earned a Bachelor of Science in Nursing degree, solidifying her commitment to excellence in patient care. Monica holds a MicroMasters certificate in Instructional Design and Technology from the University of Maryland and is currently completing a Master of Science degree in Health Education and Promotion at Walden University.

Monica Morphey's commitment to the well-being of individuals extends beyond her nursing qualifications. She holds certification in Mental Health First Aid, which showcases her compassionate approach to addressing mental health challenges. In addition, she has completed rigorous training in various critical areas, including Stress First Aid, Psychological First Aid, and QPR Gatekeeper for suicide prevention, underscoring her commitment to the holistic well-being of her patients and communities.

Her extensive training also encompasses critical incident response, as evidenced by her training in Critical Incident Stress Management. Monica's expertise extends into trauma-informed care and opioid overdose prevention, as she proudly serves as an Opioid Overdose Educator & Naloxone Distributor. Her commitment to public health and epidemiology is further underscored by her training in these domains.

Monica Morphey's dedication to delivering exceptional care is reinforced by her certifications in advanced life support, including Advanced Cardiac Life Support, Pre-Hospital Trauma Life Support, Pediatric Advanced Life Support, and Neonatal Resuscitation Program. Her comprehensive skill set ensures that she is well-prepared to respond effectively to a wide range of medical emergencies.

With her impressive professional background and unwavering commitment to patient care, Monica Morphey plays a vital role in ensuring the health and safety of individuals and communities. Her dedication to continuous learning and her extensive qualifications makes her a valuable asset to the healthcare industry and a compassionate advocate for those she serves.



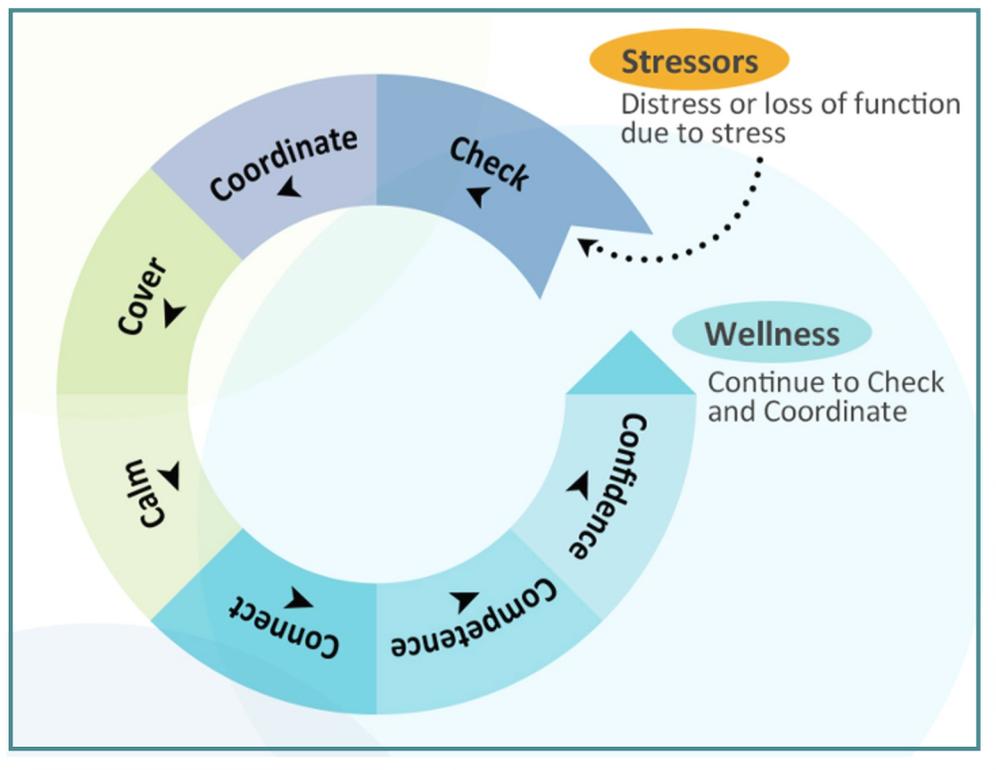
# The Stress Continuum Model

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<p><b>DEFINITION</b></p> <ul style="list-style-type: none"> <li>Optimal functioning</li> <li>Adaptive growth</li> <li>Wellness</li> </ul> <p><b>FEATURES</b></p> <ul style="list-style-type: none"> <li>At one's best</li> <li>Well-trained and prepared</li> <li>In control</li> <li>Physically, mentally and spiritually fit</li> <li>Mission-focused</li> <li>Motivated</li> <li>Calm and steady</li> <li>Having fun</li> <li>Behaving ethically</li> </ul>	<p><b>DEFINITION</b></p> <ul style="list-style-type: none"> <li>Mild and transient distress or impairment</li> <li>Always goes away</li> <li>Low risk</li> </ul> <p><b>CAUSES</b></p> <ul style="list-style-type: none"> <li>Any Stressor</li> </ul> <p><b>FEATURES</b></p> <ul style="list-style-type: none"> <li>Feeling irritable, anxious or down</li> <li>Loss of motivation</li> <li>Loss of focus</li> <li>Difficulty sleeping</li> <li>Muscle tension or other physical changes</li> <li>Not having fun</li> </ul>	<p><b>DEFINITION</b></p> <ul style="list-style-type: none"> <li>More severe &amp; persistent distress or impairment</li> <li>Leaves a scar</li> <li>Higher risk</li> </ul> <p><b>CAUSES</b></p> <ul style="list-style-type: none"> <li>Life threat</li> <li>Loss</li> <li>Moral Injury</li> <li>Wear &amp; tear</li> </ul> <p><b>FEATURES</b></p> <ul style="list-style-type: none"> <li>Loss of control</li> <li>Panic, rage, or depression</li> <li>No longer feeling like normal self</li> <li>Excessive guilt, shame, or blame</li> <li>Misconduct</li> </ul>	<p><b>DEFINITION</b></p> <ul style="list-style-type: none"> <li>Clinical mental disorder</li> <li>Unhealed stress injury causing life impairment</li> </ul> <p><b>TYPES</b></p> <ul style="list-style-type: none"> <li>PTSD</li> <li>Depression</li> <li>Anxiety</li> <li>Substance use disorders</li> </ul> <p><b>FEATURES</b></p> <ul style="list-style-type: none"> <li>Symptoms persist &amp; worsen over time</li> <li>Severe distress or social/occupational impairment</li> </ul>

## Four Causes of Stress Injuries

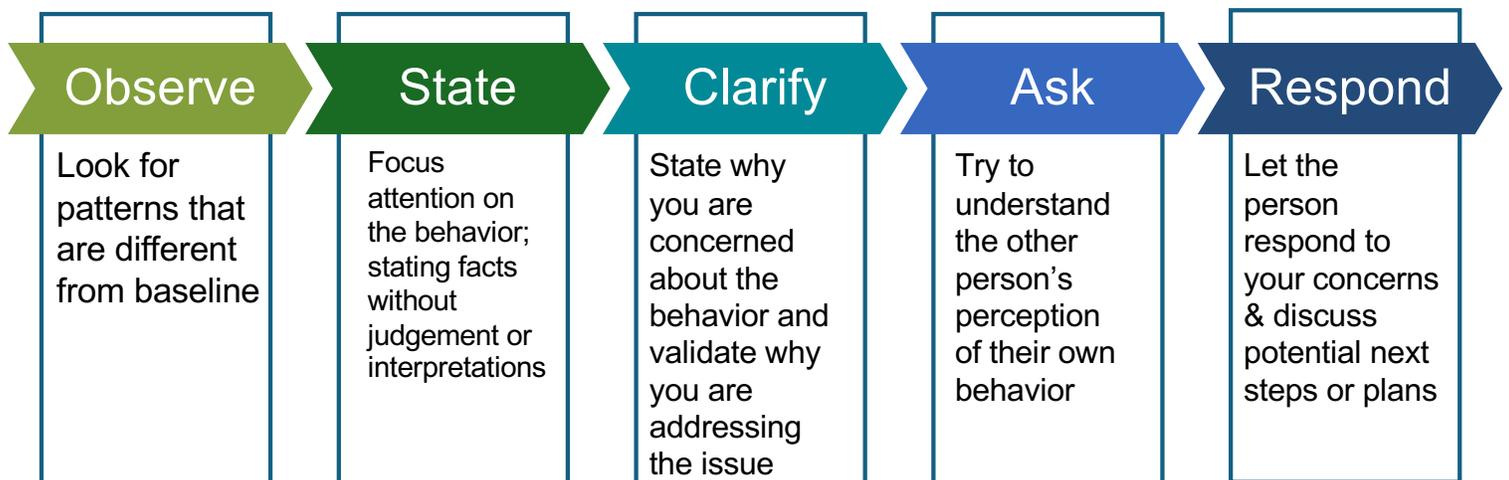
Trauma	Loss	Inner Conflict	Wear and Tear
<p><b><i>A traumatic injury</i></b></p> <p>Due to the experience of or exposure to intense injury, horrific or gruesome experiences, or death.</p>	<p><b><i>A grief injury</i></b></p> <p>Due to the loss of people, things or parts of oneself.</p>	<p><b><i>A moral injury</i></b></p> <p>Due to behaviors or the witnessing of behaviors that violate moral values.</p>	<p><b><i>A fatigue injury</i></b></p> <p>Due to the accumulation of stress from all sources over time without sufficient rest and recovery.</p>

# Seven C's of SFA

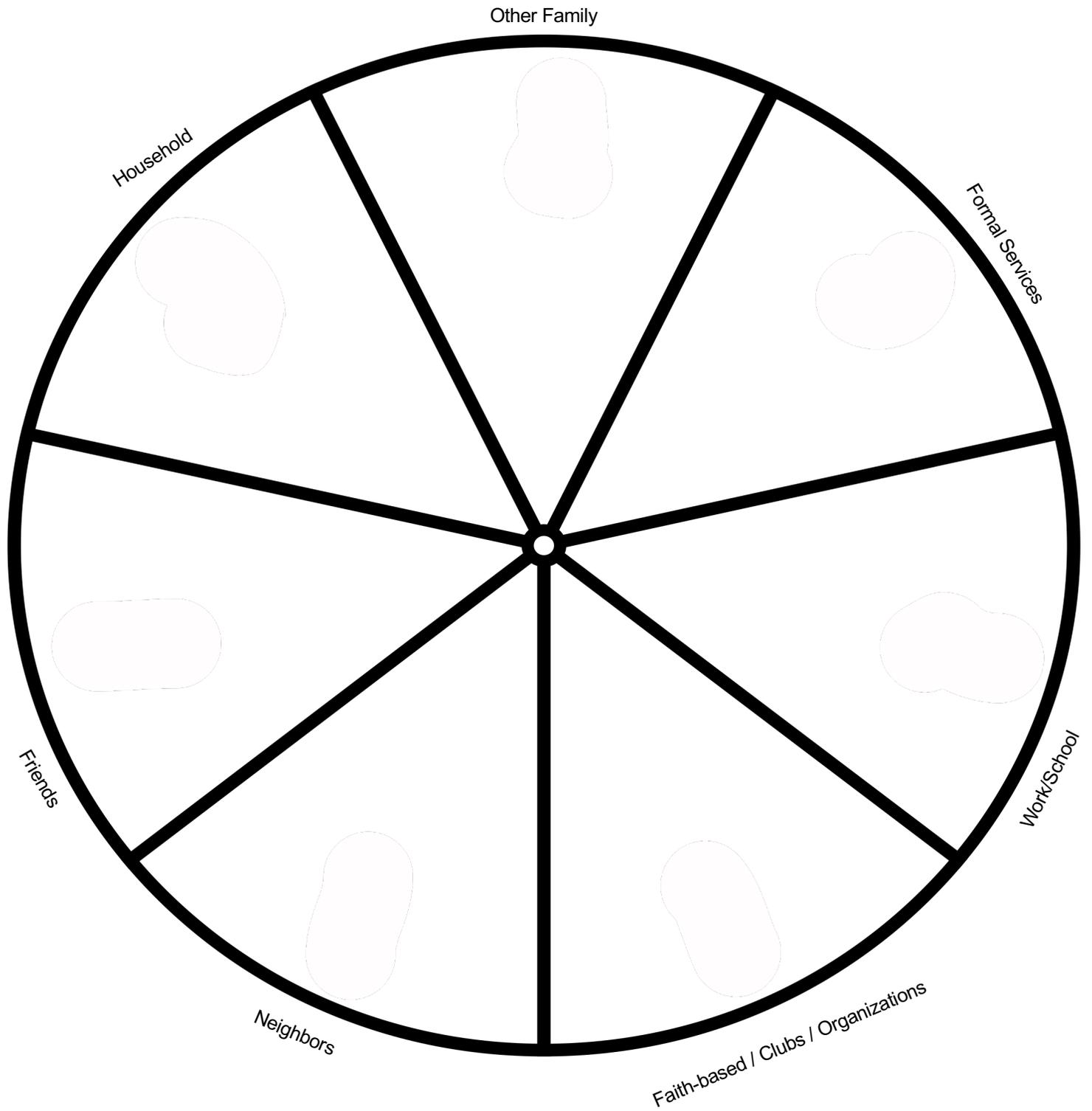


- 1. Check**  
Assess: observe and listen
- 2. Coordinate**  
Get help, refer as needed
- 3. Cover**  
Get to safety ASAP
- 4. Calm**  
Relax, slow down, refocus
- 5. Connect**  
Get support from others
- 6. Competence**  
Restore effectiveness
- 7. Confidence**  
Restore self-esteem and hope

## OSCAR



# Social Network Map



# Resources

**Be Well  
Indiana**

**Call: 2-1-1**

(available 24/7)

**Safe Call  
Now**

**Call:**

**206-459-3020**

(available 24/7)

**988**

**Suicide &  
Crisis Lifeline**

**Call: 9-8-8**

**Text: 988**

(available 24/7)

Other resources you or your team can use:

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# Physiological Sigh



The **physiological sigh** is a natural, double-inhalation breathing pattern that helps **rapidly calm the nervous system**. Developed through research by neuroscientists like Dr. Andrew Huberman (Stanford University).

## Benefits of the Physiological Sigh:

- Rapidly reduces stress and anxiety
- Lowers heart rate
- Releases tension in the body
- Can be done anywhere, anytime—takes just a few seconds
- Effective for grounding, regulating emotions, and improving focus



### Place hand(s) over your heart

Apply pressure.



### Double-inhale through your nose

The **first inhale** fills the lungs. The second, shorter inhale opens collapsed alveoli (tiny air sacs in the lungs), improving oxygen exchange.



### Long exhale through your mouth (sigh)

The **long exhale** activates the parasympathetic nervous system (your “rest and digest” mode), helping slow the heart rate and reduce anxiety.

## What is the difference between SFA, PFA, and MHFA?

Many people may have been trained in some sort of support or response strategy and may wonder if they are all the same. Three common trainings are [Stress First Aid \(SFA\)](#), [Psychological First Aid \(PFA\)](#), and [Mental Health First Aid \(MHFA\)](#). There are differences among these three trainings that are helpful to understand. Consider your audience's needs when selecting the most appropriate training. It is important to know when to use which approach to avoid the risk of additional harm or stress.

**Stress First Aid (SFA):** Stress First Aid is a framework that was developed from a military resilience program and addresses general stress reactions, large or small. It can be applied to oneself or used with others. The emphasis in SFA is using appropriate core actions to help identify and address early signs of a person's stress responses. It is not designed to be used just after critical incidents or disasters (as is Psychological First Aid) and it is not about addressing a person's mental disorder (as is Mental Health First Aid). The goal of SFA is to view stress reactions as being on a continuum, and to address those reactions before they develop into more severe issues. The core skills of SFA are applicable to many settings and circumstances, and a variety of occupations, including those seen as high-risk (law enforcement, military, healthcare). SFA steps include Check, Coordinate, Cover, Calm, Connect, Competence and Confidence.

**Psychological First Aid (PFA):** Psychological First Aid is an intervention used as part of an initial disaster response. The goal of PFA is to help those affected by a disaster be safe, become stable in the immediate aftermath of a disaster, and connect them with aid and resources to help them in their recovery. It initially was provided by those with mental health backgrounds but has been adapted for peers to provide as well. Although sometimes addressing crises, it is not designed to provide therapy. Rather, it provides ways to help reduce the initial distress that is often experienced, and to encourage adaptive functioning and coping as people recover. PFA assumes that those impacted by a disaster will experience a variety of reactions, some of which may cause distress or concern or could interfere with their daily coping for a short while. There is no assumption of all recipients having – or developing – a mental health problem because they experienced a trauma/disaster, and it is designed to help reduce the risk of the development of psychological difficulties. It does not address or focus on mental illness. It can be provided in a variety of settings: in the field, at shelters, hospitals, and elsewhere. Core actions include engagement, safety, stabilization as needed, gathering information, and providing practical assistance, connection, psychoeducation on healthy coping tactics, and linkage with services as needed.

**Mental Health First Aid (MHFA):** Mental Health First Aid is a program and approach that teaches people how to recognize, understand, and address mental illness and substance use disorders. It educates people on how to identify if someone is developing or having a mental health issue. The focus is to provide support until the appropriate professional help can be received or the crisis is resolved. It can be used to provide help to someone who is developing a mental health problem, or has a problem that is worsening, or is undergoing a mental health crisis. In short, MHFA is useful for working or dealing with someone who has or is developing a mental health problem, such as depression, anxiety, psychosis, or substance use disorder. It teaches participants how to identify risk factors, warnings, and signs or symptoms of worsening mental health or addiction problems. Their core steps include assessing for suicide or self-harm, non-judgmental listening, providing reassurance and information, encouragement to get professional help, and providing other supportive strategies.

# MESH Coalition



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## 2025 MESH GRAND ROUND SERIES

### Geospatial Insights: Hazard Vulnerability and Community-Based Asset Mapping

Tuesday,  
October 28, 2025  
1 p.m. - 2 p.m. ET

MESH is pleased to offer this presentation virtually via Zoom.

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Dr. Jim Floyd

Jim Floyd possesses over 40 years of experience in public safety, healthcare, and training and is the Administrator and Chief Marion County Medical Multi-Agency Coordination Center Manager for the MESH Coalition in Indianapolis, Indiana.

Recall of historical hazard occurrences in a community for vulnerability analysis may be subject to subjective memory of impact and frequency. Additionally, identification of community-based assets can be a time-consuming task. Utilization of Geospatial mapping can provide objective insights when analyzing the risk to, and the resilience of, communities. This presentation demonstrates the effective use of maps to inform emergency planning, IRS required Community Health Needs Assessments, health equity targeting, and more.

Jim instituted the use of Geospatial mapping products for healthcare intelligence at MESH and has created thousands of maps over the years. An Indiana Certified Community Health Worker, he holds a Master of Education degree, a Master of Science degree in Industrial Organizational Psychology, and a Doctor of Healthcare Administration degree.

During this presentation, attendees will:

- Describe what Geospatial mapping is.
- Discuss how Geospatial mapping provides objective data to inform planning.
- Identify resources for Geospatial data.
- Assess the applicability of Geospatial mapping to their jurisdiction.

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Strengthening Coalitions Lies Deep in the Heart of Collaboration

## 2025 General Sessions



Dr. Meghan Martin  
Pediatric Emergency Medicine Physician  
and Hospital and Children's Hospital



Chris Chiara  
Section Chief  
Critical Care/Respiratory Department



Marc Moriguchi  
Director  
Healthcare Emergency Management



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## What you don't know CAN hurt you

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### Weekly Situational Awareness Brief



MESH Coalition is proud to be formally recognized as a NOAA Weather-Ready Nation Ambassador.

MESH was nationally recognized as a 2023 Weather-Ready Nation Ambassador of Excellence.

