PERSONAL SAFETY TRAINING INC.

AVADE®

WORKPLACE VIOLENCE PREVENTION

# BEHAVIORAL HEALTH

## WPV-BH BRIDGE INSTRUCTOR COURSE OUTLINE

**Education, Prevention,** and **Mitigation** for *Violence in the Workplace*

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## The AVADE® Behavioral Health Program is designed to educate, prevent, and mitigate the risk of escalation, aggression, and violence to individuals in the workplace.

This instructor course involves exercises, group interaction, discussion, lecture, and scenario-based training. **AVADE® Behavioral Health Training** is modular-based and can be adapted to a variety of scheduling and training dynamics.

### 1-Day AVADE® Behavioral Health WPV Instructor Bridge Certification Course

The 1-Day **AVADE® Behavioral Health WPV Prevention Instructor Bridge Course** provides currently certified **AVADE® WPV Advanced Instructors** with an accelerated pathway to become certified **AVADE® Behavioral Health WPV Prevention Instructors**. The bridge course builds upon their existing **AVADE®** workplace violence prevention knowledge and instructional experience, with an emphasis on behavioral health applications, safe patient interactions, de-escalation, and Behavioral Health WPV program delivery.

### Bridge Course Details:

- Course length: One day
- Course price: $597 per person
- Eligibility: Available exclusively to **AVADE® WPV Advanced Instructors** with a current instructor certification
- Course focus: Behavioral health-specific application, instruction, de-escalation, response strategies, and safe patient interactions
- Program delivery: Preparation to teach the **AVADE® Behavioral Health WPV Prevention Program** within the instructor's agency
- Instructor materials: **AVADE® Behavioral Health WPV** instructor materials and certification update included
- Organizational benefit: Expands the agency's internal ability to provide behavioral health specific workplace violence prevention training Bridge Certification Term

The **AVADE® Behavioral Health WPV Prevention** Instructor certification issued through the bridge course is tied directly to the instructor's current **AVADE® WPV Advanced Instructor** certification. It does not begin a separate certification term.

The **AVADE® Behavioral Health WPV Prevention Instructor** certification will carry the same expiration date as the instructor's existing **AVADE® WPV Advanced Instructor** certification. Recertification for both instructor credentials will be based on the **AVADE® WPV Advanced Instructor** recertification date and applicable recertification requirements.


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The **AVADE® Behavioral Health Advanced** Instructor package includes:

- Access to the **AVADE® Behavioral Health** Instructor Portal
- **AVADE® Behavioral Health** Instructor Manual
- **AVADE® Behavioral Health** student handouts and training forms
- *Be Safe Not Sorry: The Art and Science of Keeping YOU and Your Family Safe From Crime and Violence*
- Sample policies
- Maintenance of training records
- Continual support from **AVADE® | Personal Safety Training Inc.**

## Introduction

- AVADE® Behavioral Health Crisis and De-Escalation Interventions
- Commonality and Importance of the Term "Behavioral Health"
- Do Individuals with Mental Illness Commit Violence?
- The State of Behavioral Health in America
- Systematic Training Methodology
- The AVADE® Safety Principles for Workplace Violence Prevention
- AVADE® Mission, Vision, and Philosophy
- Workplace Violence Defined
- Evidence-Based Training
- Barriers to Reporting Incidents of Workplace Violence
- Three Training Levels
- Six Core Strategies© for Reducing Seclusion and Restraint Use Alignment
- AVADE® Behavioral Health Crisis and De-Escalation Intervention, Level I Modules and Objectives
- AVADE® Self-Defense Tactics and Techniques, Level II Modules and Objectives
- AVADE® Defensive Control Tactics and Techniques, Level III Modules and Objectives
- Creating an Effective Workplace Violence Prevention Plan
- Proactive Response Planning
- Personal Safety Habits
- Developing Personal Safety Habits
- *Exercise: Commitment*
- Benefits of AVADE® Workplace Violence Prevention Training
- *Exercise: Spatial Empathy*


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# LEVEL I COURSE OUTLINE: CRISIS AND DE-ESCALATION INTERVENTION TRAINING

## Module 1: Trauma-Informed Care

- Trauma-Informed Care Defined
- What is Trauma? What Do We Mean by Trauma?
- Adverse Childhood Experiences (ACE)
- What Are Some of the Short and Long-Term Effects of Trauma?
- Key Elements for Providing Trauma-Informed Care
- Six Principles for Trauma-Informed Care
- Key Ingredients of Trauma-Informed Organizational Practices
- Best Practices of Trauma-Informed Care

## Module 2: Interpersonal Communication

- Interpersonal Communication (IPC)
- Interpersonal Communication Fundamentals
- Maslow's Hierarchy of Needs
- Understanding Interpersonal Communication Skills
- Facial Expressions
- Eye Communication
- Reading Eye Communications
- Body Language, Postures, and Gestures
- Hand Positions (Universal Signals)
- Developing and Improving Your Interpersonal Communication Skills
- *Exercise: The Miracle*
- The Law of Reciprocation

## Module 3: The Assault Cycle

- The Assault Cycle Defined
- The Five Stages of the Assault Cycle
- *Exercise: Reactionary Gap*

## Module 4: De-Escalation Tactics and Techniques

- Have You Encountered an Escalated Individual?
- De-Escalation and Escalation Defined
- What is Conflict?
- De-Escalation Ingredients
- The Aim of De-Escalation: Calm, Empathic Communication
- Response vs. Reaction
- The 5 Habits of De-Escalation and Making a Positive Impression
- *Exercise: The 5 Habits of De-Escalation*
- De-Escalation for the Triggering Phase (upset/stressed individuals)


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- Triggering Phase De-Escalation Techniques
- De-Escalation for the Escalation Phase (angry/aggressive individuals)
- Escalation Phase De-Escalation Techniques
- Avoidance for the Crisis Phase (physically combative/violent individuals)
- Strategies to Avoid Physical Harm from the Assault Cycle of Crisis
- Security/Code Team Responses to Workplace Violence Incidents
- The Recovery Phase: Submission
- Post-Crisis Phase

## Module 5: Anxiety Disorder

- Anxiety Disorder Defined
- Anxiety Disorder Facts and Statistics
- Signs and Symptoms of Anxiety
- Anxiety Causes
- Anxiety Risk Factors
- Types of Anxiety Disorders
- Anxiety Disorder Crisis
- Crisis and De-Escalation Interventions for Anxiety Disorder
- Anxiety Disorder Treatments
- Panic Attack Assessment and Monitoring
- Helping Someone During a Panic Attack
- References for Module 5

## Module 6: Depression Disorder

- Depression Disorder Defined
- Depression Disorder Facts and Statistics
- Signs and Symptoms of Depression
- Depression Causes
- Types of Depression Disorders
- Depression Disorder Crisis
- Crisis and De-Escalation Interventions for Depression Disorder
- Depression Disorder Treatments
- References for Module 6

## Module 7: Bipolar Disorder

- Bipolar Disorder Defined
- What is Mania?
- What is Hypomania?
- Bipolar Disorder Facts and Statistics
- Signs and Symptoms of Bipolar Disorder (Mania/Hypomania)
- Mixed Episodes in Bipolar Disorder
- Anosognosia


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- Bipolar Causes/Risk Factors
- Types of Bipolar Disorder
- Bipolar Complications
- Bipolar Disorder Crisis
- Crisis and De-Escalation Interventions for Bipolar Disorder
- Bipolar Treatments
- References for Module 7

## Module 8: Schizophrenia Disorder

- Schizophrenia Disorder Defined
- Schizophrenia/Psychotic Disorders Facts and Statistics
- Signs and Symptoms of Schizophrenia Disorder
- Schizophrenia Disorder Causes
- Types of Schizophrenia and Other Psychotic Disorders
- Schizophrenia/Psychotic Disorders Crisis
- Crisis and De-Escalation Interventions for Schizophrenia/Psychotic Disorders
- Schizophrenia/Psychotic Disorders Treatments
- References for Module 8

## Module 9: Obsessive-Compulsive Disorder (OCD)

- Obsessive-Compulsive Disorder (OCD) Defined
- Obsessive-Compulsive Disorder Facts and Statistics
- Signs and Symptoms of Obsessive-Compulsive Disorder
- Obsessive-Compulsive Disorder Causes
- Types of Obsessive-Compulsive Disorder
- Obsessive-Compulsive Disorder Crisis
- Crisis and De-Escalation Interventions for Obsessive-Compulsive Disorder
- Obsessive-Compulsive Disorder Treatments
- References for Module 9

## Module 10: Post-Traumatic Stress Disorder (PTSD)

- Post-Traumatic Stress Disorder (PTSD) Defined
- PTSD Facts and Statistics
- Signs and Symptoms of PTSD
- PTSD Causes
- Risk Factors for PTSD
- Types of PTSD
- PTSD Crisis
- Crisis and De-Escalation Interventions for PTSD
- PTSD Treatments
- References for Module 10


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## Module 11: Substance Use Disorder (SUD)

- Substance Use Disorder (SUD) Defined
- Substance Use Disorder Facts and Statistics
- Signs and Symptoms of Substance Use Disorder
- Substance Use Disorder Causes
- Substance Use Disorder Risk Factors
- Types of Substance Use Disorder
- Substance Use Disorder Crisis
- Crisis and De-Escalation Interventions for Substance Use Disorder
- Substance Use Disorder Treatments
- References for Module 11

## Module 12: Co-Occurring Disorder

- Co-Occurring Disorder Defined
- Co-Occurring Disorder Facts and Statistics
- Signs and Symptoms of Co-Occurring Disorder
- Co-Occurring Disorder Causes
- Co-Occurring Disorder Risk Factors
- Types of Co-Occurring Disorder
- Co-Occurring Disorder Crisis
- Crisis and De-Escalation Interventions for Co-Occurring Disorder
- Co-Occurring Disorder Treatments
- References for Module 12

## Module 13: Neurocognitive Disorders

- Neurocognitive Disorders Defined
- Neurocognitive Disorders Facts and Statistics
- Signs and Symptoms of Neurocognitive Disorders
- Causes of Neurocognitive Disorders/Dementia
- Risk Factors for Neurocognitive Disorders
- Types of Neurocognitive Disorders
- Understanding the Progression of Neurocognitive Disorders
- Neurocognitive Disorders Crisis
- Crisis and De-Escalation Interventions for Neurocognitive Disorders
- Neurocognitive Disorders Treatments
- Sundowning
- References for Module 13


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## Module 14: Borderline Personality Disorder

- Borderline Personality Disorder (BPD) Defined
- Borderline Personality Disorder Facts and Statistics
- Signs and Symptoms of Borderline Personality Disorder
- Borderline Personality Disorder Causes and Risk Factors
- Types of Borderline Personality Disorder
- Borderline Personality Disorder Crisis
- Crisis and De-Escalation Interventions for Borderline Personality Disorder
- Borderline Personality Disorder Treatments
- References for Module 14

## Module 15: Autism Spectrum Disorder (ASD)

- Autism Spectrum Disorder (ASD) Defined
- Autism Spectrum Disorder Facts and Statistics
- Signs and Symptoms of Autism Spectrum Disorder
- Autism Spectrum Disorder Causes and Risk Factors
- Types of Autism Spectrum Disorder
- Autism Spectrum Disorder Crisis
- Crisis and De-Escalation Interventions for Autism Spectrum Disorder
- Autism Spectrum Disorder Treatments
- References for Module 15

## Module 16: Suicide Prevention

- Suicide Prevention Defined
- Suicide Facts and Statistics
- Warning Signs and Symptoms of Suicide for Adults
- Warning Signs and Symptoms of Suicide for Youth
- Suicidal Ideation and Planning
- Suicide Risk Factors
- Suicide Methods
- Crisis Warning Signs for Suicide
- Crisis and De-Escalation Interventions for Suicide
- References for Module 16

## Module 17: Post-Incident Response, Debriefing, and Documentation

- Post-Incident Response
- Post-Incident Debriefing
- Conducting an Incident Debrief
- Debrief Process Form
- Post-Incident Documentation
- Elements of Reporting Self-Defense Force


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## LEVEL II COURSE OUTLINE: SELF-DEFENSE TACTICS AND TECHNIQUES

- The Goal of Self-Defense
- AVADE® Training Safety Rules
- AVADE® Level II Self-Defense Tactics and Techniques Modules

### Module 1: Self-Defense Fundamentals

- Self-Defense Fundamentals Overview
- On Target Training
- *Exercise: Stance | Balance | Stability (The Bladed Stance)*
- *Exercise: Defensive Movements—Forward Shuffle*
- *Exercise: Defensive Movements—Rear Shuffle*
- *Exercise: Defensive Movements—Side-to-Side Shuffle*
- *Exercise: Defensive Movements—Forward and Rear Pivoting*
- *Exercise: Robot Exercise*
- *Exercise: Core Energy Principle*
- Defensive Verbalization
- The Art of Distraction
- Escape Strategies
- *Exercise: Reactionary Gap*
- Hand Positions

### Module 2: Defensive Blocking Techniques

- Defensive Blocking Techniques Overview
- *Exercise: Shoulder Block Defense*
- *Exercise: Elbow Block Defense*
- *Exercise: Turtle Block Defense*
- *Exercise: High Block Defense*
- *Exercise: Middle Block Defense*
- *Exercise: Outside Block Defense*
- *Exercise: Low Block Defense*

### Module 3: Self-Defense Techniques

- Self-Defense Techniques Overview
- Self-Defense Caution
- Vulnerable Areas of the Body
- *Exercise: Wrist Grab Defense*
- *Exercise: Two-Hand Wrist Grab Defense*
- *Exercise: Bite Defense*
- *Exercise: Rear Hair/Collar Pull Defense*
- *Exercise: Front Hair/Lapel Pull Defense*
- *Exercise: Front Strangle Defense*
- *Exercise: Front Strangle Defense (Special Situation)*
- *Exercise: Rear Airway Choke Defense*
- *Exercise: Rear Carotid Choke Defense*
- *Exercise: Rear Bear Hold Defense*


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## Module 4: Post-Incident Response, Debriefing, and Documentation

- Post-Incident Response
- Post-Incident Debriefing
- Conducting an Incident Debrief
- Debrief Process Form
- Post-Incident Documentation
- Elements of Reporting Self-Defense Force

# LEVEL III COURSE OUTLINE: DEFENSIVE CONTROL TACTICS AND TECHNIQUES

- Introduction to Defensive Control Tactics and Techniques
- AVADE® Training Safety Rules
- Level III Defensive Control Tactics Modules
- Use of Force
- Use of Force Awareness
- Center for Medicaid Services (CMS)
- Violent or Self-Destructive Behavior Continuum

## Module 1: Fundamentals of Defensive Control

- Fundamentals of Defensive Control Overview
- On Target Training
- *Exercise: Stance | Balance | Stability (The Bladed Stance)*
- *Exercise: Defensive Movements—Forward Shuffle*
- *Exercise: Defensive Movements—Rear Shuffle*
- *Exercise: Defensive Movements—Side-to-Side Shuffle*
- *Exercise: Defensive Movements—Forward and Rear Pivoting*
- *Exercise: Robot Exercise*
- *Exercise: Core Energy Principle*
- Defensive Verbalization
- The Art of Distraction
- Escape Strategies
- *Exercise: Reactionary Gap*
- Hand Positions

## Module 2: Contact and Cover Positioning

- Contact and Cover Overview
- *Exercise: Initial Contact Front—1-Person*
- *Exercise: Initial Contact Front—2-Person*
- *Exercise: Initial Contact Rear—1-Person*
- *Exercise: Initial Contact Rear—2-Person*
- *Exercise: Contact and Cover—2-Person*
- *Exercise: Contact and Cover—3-Person*


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## Module 3: Escort Strategies and Techniques

- Escort Strategies and Techniques Overview
- *Exercise: Escort Strategies and Techniques—1-Person*
- *Exercise: Escort Strategies and Techniques—2-Person*
- *Exercise: Hands-On Escort Technique—1-Person*
- *Exercise: Hands-On Escort Technique—2-Person*

## Module 4: Control and Decentralization

- Control and Decentralization Overview
- *Exercise: One-Arm Takedown*
- *Exercise: Prone Control Position*
- *Exercise: Standing the Prone Subject*
- *Exercise: Escorting the Combative Subject*
- *Exercise: Rear Arm Control Technique—1-Person*
- *Exercise: Rear Arm Control Technique—2-Person*
- *Exercise: Wall Control Technique*
- *Exercise: Restraint Chair Holds and Application*
- Restraint Chair Holds and Application Studies
- *Exercise: Child Control Technique—Standing (Optional)*
- *Exercise: Child Control Technique—Seated (Optional)*

## Module 5: Post-Incident Response, Debriefing, and Documentation

- Post-Incident Response
- Post-Incident Debriefing
- Conducting an Incident Debrief
- Debrief Process Form
- Post-Incident Documentation
- Elements of Reporting Self-Defense Force

## Module 6: Healthcare Restraint Holds/Applications

- Use of Restraints
- *Exercise: Supine Holding Position*
- *Exercise: Supine Restraint Position*
- Supine Holding Hand Positions
- Restraint Placement
- Restraint Fit
- Locking Restraints
- Six Core Strategies© for Reducing Seclusion and Restraint Use Alignment
- Risk Factors for Restraints
- Strategies for Reducing Risk
- Chemical Restraints (Emergency Medications)
- Positional Asphyxia
- Excited Delirium


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## AVADE® Behavioral Health Advanced Instructor Training Requirements

- Once certified, the instructor shall provide training in the **AVADE® Behavioral Health Advanced Training Program** to individuals in ***your agency only***.
- Each person trained by the certified **AVADE® Behavioral Health Advanced** Instructor must receive an **AVADE® Behavioral Health Advanced** Student Guide for initial certification and every two years thereafter for recertification. The **AVADE® Behavioral Health Advanced** Instructor is responsible for purchasing the Student Guides from **Personal Safety Training Inc.** Note: Copying of the guides is strictly prohibited by copyright laws.
- The instructor must pass the thirty-five-question written exam with an 85% or better.
- The instructor must pass a Trainer's Presentation with an acceptable rating.
- The instructor must pass a Proficiency Skills Test ith an acceptable rating.
- The instructor must adhere to all requirements and guidelines set forth in the Instructor's Manual.
- Recertification as an Instructor is required every three years.

**CONTACT US TODAY!**
Get started by requesting a **FREE** Training Proposal
Reach us at **866.773.7763** or **avadetraining.com**


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