



Minnesota Blue Line Therapy
Law Enforcement Mental Health & Wellness Training Catalog

Understanding Anxiety Within Your Agency and Officers

A comprehensive training designed to educate officers, supervisors, and wellness coordinators on how anxiety manifests in law enforcement settings, its impact on performance and agency culture, and strategies for building a psychologically safe and resilient organization.

Course Description:

This course provides law enforcement professionals with a comprehensive understanding of anxiety and its impact within policing environments. Participants will explore the physiological, psychological, and behavioral dimensions of anxiety as it presents in officers, staff, and organizational culture. Through real-world case studies, clinical insights, and peer-driven discussions, the course addresses how anxiety manifests in high-stress roles, the barriers to seeking help, and the often-unspoken stigma surrounding mental health in law enforcement.

Participants will learn to identify early warning signs of anxiety, understand its connection to performance and decision-making, and develop strategies to support officer wellness and resilience. Leadership-level content will emphasize building agency-wide awareness, integrating wellness initiatives, and promoting psychologically safe work environments.

Ideal for officers, supervisors, command staff, peer support team members, and agency wellness coordinators, this course empowers participants to move from reactive to proactive mental health support.

About the cut: Understanding NSSI/SI within teenagers

A targeted course for SROs and juvenile justice professionals to understand, recognize, and appropriately respond to self-harming behaviors and suicidal ideation among justice-involved youth.

This course is designed to equip professionals in the juvenile justice system with the knowledge, skills, and strategies to identify, understand, and effectively respond to self-harming behaviors, suicidal ideation, and NSSI among justice-involved youth. Participants will learn to foster resilience, establish safe communication practices, and promote mental well-being within this vulnerable population.

Course Title: Psychological Clinical Assessment Tools for Law Enforcement, probation, parole and corrections officer

Course Description:

A practical introduction to tools such as the GAD-7, BDI-II, and PCL-5. Covers screening implementation, ethical considerations, and application in training, early intervention, and officer wellness programs.

Law enforcement officers face unique psychological stressors that can impact their mental health, job performance, and overall well-being. The use of psychological clinical assessment tools can help identify early warning signs of mental health issues, support officers, during training, on-going field work and enhance officer resilience. This 90-minute lecture provides an introduction to key clinical assessment tools used in law enforcement mental health, offering insights into their purpose, administration, interpretation, and ethical considerations for law enforcement professionals.

Participants will learn how these tools can be integrated into proactive mental health strategies, improve officer wellness programs, and support officer driven decision-making processes for individuals experiencing mental health challenges.

PTSD and Force:

Course Description:

This course critically examines the intersection of anxiety and the use of force within high-stakes environments such as law enforcement, corrections, and emergency response. Participants will explore how acute and chronic anxiety can influence decision-making, perception, and behavior during force encounters, and how the physiological stress response may impact both professionals and civilians.

Through real-world case studies, psychological research, and tactical analysis, this course investigates the consequences—legal, professional, and personal—that arise when anxiety is left unrecognized or unmanaged in force-related situations. The curriculum also addresses the long-term psychological aftermath for all parties involved, including post-incident trauma, organizational response, and the broader societal implications.

Anxiety and Force: Consequences, Realities, and the Aftermath

This training examines the complex relationship between anxiety, stress physiology, decision-making, and use-of-force encounters within law enforcement, corrections, probation/parole, and other high-risk public safety professions. The course explores how acute stress, chronic anxiety exposure, hypervigilance, cumulative trauma, and organizational pressures influence perception, reaction time, communication, tactical decision-making, and post-incident functioning.

Participants will review the neurobiological and psychological realities of force encounters, including sympathetic nervous system activation, perceptual distortions, survival-based decision-making, and the impact of fear and uncertainty under rapidly evolving conditions. The training addresses how anxiety may present before, during, and after critical incidents, while also examining the emotional, professional, legal, relational, and physiological aftermath that frequently follows force events.

Special emphasis is placed on:

- the operational realities of high-threat environments,
- objective reasonableness versus hindsight analysis,
- post-critical incident stress reactions,
- moral injury and organizational betrayal,
- sleep disruption and cumulative trauma exposure,
- public scrutiny and media pressure,
- officer wellness and resilience,
- and evidence-informed recovery strategies following force incidents.

Participants will also examine the long-term consequences associated with unresolved anxiety and trauma responses, including burnout, emotional numbing, substance misuse, relationship strain, irritability, depression, PTSD-related symptoms, and elevated suicide risk within first responder populations.

Through practical discussion, case analysis, and applied tactical wellness concepts, attendees will gain a deeper understanding of how anxiety and stress physiology interact with force encounters and how agencies, leaders, peer teams, clinicians, and individual officers can better support recovery, accountability, resilience, and long-term operational wellness.

Training Objectives

By the conclusion of this course, participants will be able to:

1. Identify how anxiety and stress physiology influence perception, cognition, and decision-making during force encounters.
2. Describe common psychological and physiological reactions associated with critical incidents and use-of-force events.
3. Recognize the short- and long-term consequences of unresolved operational stress and trauma exposure.

4. Explain the impact of organizational culture, media scrutiny, and administrative response on post-incident recovery.
5. Differentiate between adaptive survival responses and maladaptive long-term coping patterns.
6. Apply evidence-informed wellness, resilience, and recovery strategies following critical incidents and force encounters.

Discuss practical approaches to peer support, leadership intervention, and trauma-informed post-incident response practices.

Understanding Signs and Symptoms of Mental Distress in Your Co-worker

An 8-hour training for FTOs, trainers, and command staff to recognize early warning signs of mental health issues, respond appropriately, and connect co-workers to needed resources

Designed for Trainers, Field Training Officers (FTOs), Sergeants, and Command Staff

Course Description

This 8-hour course is designed to equip trainers, Field Training Officers (FTOs), sergeants, and command staff with the knowledge and tools needed to recognize signs and symptoms of mental distress among their colleagues. Participants will explore common mental health challenges, their impact on workplace performance and safety, and practical strategies for providing support and fostering a culture of well-being. Through case studies, interactive discussions, and scenario-based activities, attendees will develop the skills to confidently address mental health concerns and connect co-workers to appropriate resources.

Course Title: Understanding PTSD and Officers

Course Description:

This course offers law enforcement professionals a focused examination of Post-Traumatic Stress Disorder (PTSD) and its specific impact on officers and agency culture. Through a blend of clinical knowledge and occupational insight, participants will explore the causes, symptoms, and behavioral manifestations of PTSD in policing. The training emphasizes early identification, risk factors unique to law enforcement, comorbid conditions such as depression or substance use, and barriers to seeking help.

Participants will learn how trauma accumulates over time in the law enforcement profession and how untreated PTSD can influence performance, personal life, use of force, and decision-making. The course also provides strategies for peer and supervisory support, evidence-based treatment pathways, and ways agencies can build trauma-informed systems of care.

Ideal for sworn officers, peer support team members, supervisors, and wellness coordinators, this course bridges the clinical and tactical domains to reduce stigma and increase resilience.

Understanding Morale Injury, Depression and Cops

This course provides law enforcement professionals, mental health clinicians, peer support teams, and public safety leaders with a comprehensive understanding of moral injury and depression as they relate to the unique stressors of police work. Moral injury occurs when officers experience profound psychological, emotional, or spiritual distress after witnessing, participating in, or being unable to prevent events that violate deeply held values or ethical beliefs. Unlike post-traumatic stress, moral injury strikes at an officer's core sense of identity, integrity, and purpose.

Understanding Depression, Employee Motivation, and How to Support Your Workforce

Course Description:

This course provides leaders, supervisors, and wellness coordinators with a comprehensive understanding of how depression and related mood concerns impact today's workforce. Participants will explore the psychological and behavioral indicators of depression, its connection to decreased motivation, and the ways in which stress, trauma exposure, shift work, and organizational culture contribute to employee distress.

Grounded in clinical insight and evidence-based practices, the training examines how depression affects performance, interpersonal relationships, decision-making, and long-term job satisfaction. Participants will learn how to identify early warning signs, understand the barriers employees face when seeking help, and recognize the organizational conditions that can either worsen or alleviate depressive symptoms.

Through case examples, applied strategies, and interactive discussion, this course equips leadership with practical tools for fostering motivation, resilience, and psychological safety in the workplace. Supervisors will learn how to engage struggling employees with empathy, encourage professional support, and strengthen their team's overall wellness through preventive approaches and supportive communication.

Ideal for managers, human resources staff, peer support teams, law enforcement supervisors, and frontline leaders, this course empowers agencies and organizations to create a healthier, more supportive environment where employees can thrive—both personally and professionally.

Recognizing and Responding to OCD in Law Enforcement Professionals

Course Description:

This course provides law enforcement leaders, supervisors, peer support teams, and wellness professionals with a clear and practical understanding of how **Obsessive-Compulsive Disorder (OCD)** can uniquely manifest in policing environments. While law enforcement culture values precision, officer safety, and attention to detail, these same expectations can unintentionally mask the symptoms of OCD—allowing significant anxiety, intrusive thoughts, and compulsive behaviors to go unnoticed or misunderstood.

Participants will learn how OCD presents in officers and staff, including hyper-checking rituals, contamination fears, intrusive harm thoughts, over-responsibility, perfectionism, and rigid rule adherence. The course explores how these symptoms impact performance, decision-making, report writing, team dynamics, and long-term wellness. Through clinical insight, real-case examples, and scenario-based discussion, attendees will develop the ability to differentiate between healthy professional thoroughness and patterns that indicate a mental health concern.

The training also addresses the stigma surrounding intrusive thoughts, the fear of job repercussions, and the reasons officers often hide symptoms until they become overwhelming. Participants will learn evidence-based strategies for early identification, supportive supervision, and referral to culturally competent mental health professionals. Emphasis is placed on building psychologically safe environments, promoting proactive wellness, and understanding how OCD interacts with high-liability, high-stress operational roles.

Ideal for command staff, supervisors, field training officers, peer support teams, mental health clinicians, dispatch supervisors, and anyone responsible for supporting officer wellness. This course equips agencies with the tools to recognize OCD early, intervene appropriately, and strengthen both individual resilience and organizational performance.

Course Title:

Your Legacy: Succession Planning and Mentoring

Course Description:

This dynamic keynote presentation inspires leaders to think beyond day-to-day operations and focus on the lasting impact they leave behind. Your Legacy: Succession Planning and Mentoring equips participants with the tools and mindset to intentionally develop future leaders, strengthen organizational resilience, and ensure that knowledge, values, and vision are passed on to the next generation.

Through engaging storytelling and practical strategies, this session explores how succession planning and mentoring work hand-in-hand to create a culture of growth and sustainability.

Attendees will learn how to identify and prepare emerging leaders, build strong mentorship relationships, and design systems that ensure continuity during times of change.

Whether you are nearing retirement, transitioning to a new role, or simply seeking to invest in your team, this keynote provides actionable insights to help you define your legacy and set your organization up for long-term success.

Personal Security and Safety

Enhance your confidence and awareness with this online and in person Personal Awareness and Safety Training. This informational session empowers participants to recognize potential risks and stay vigilant in various environments, including the workplace, building premises, parking areas, and at home. Gain practical insights and strategies to ensure your personal safety while fostering a heightened sense of situational awareness. By the end of this session, you'll feel more prepared to navigate your surroundings with confidence and security.

Course Title: Understanding, Investigating and Analysis of Use of Force – for corrections, police/probation

After a re-examination of the Constitutional standards, state standards and civil rights laws, the training, lecture and content will focus on managing confrontations, interpretations of video based evidence events, and the writing the use of force reports. Attendees will be provided with incident that have occurred across the United States to include the most recently settled case, filed cases, media cases, and seminal cases. Attendees will be provided with examples on how to communicate with supervisors, and managers on how to handle use of force incidents to ensure that incident is completely investigated, document, and reviewed to protect those involved as well as the agency. Attendees will also be provided with examples on how to modify polices, and training to ensure that they can mitigate any potential civil litigation

Course Title: Navigating the Mental Health Challenges of First Responders

Duration: 8 or 16 Hours (Customizable Format)

Course Description:

First responders serve at the frontline of crisis and community safety, regularly confronting high-stress, life-threatening, and emotionally charged events. These experiences, while integral to public safety, can create cumulative stress, emotional fatigue, and trauma that deeply affect personal well-being and professional performance.

This dynamic and interactive course is designed specifically for law enforcement officers, firefighters, EMS personnel, corrections staff, dispatchers, and other first responder professionals. Through evidence-based education, real-world case studies, and guided group discussion, participants will explore the psychological toll of the profession and learn proactive strategies to sustain long-term mental health and professional resilience.

Participants will gain an understanding of trauma exposure, the physiological and psychological impacts of stress, and the complex realities of PTSD and moral injury within the first responder community. The training emphasizes early identification of mental health challenges, peer and agency-level interventions, and the development of sustainable wellness practices for both active and retired personnel.

Beyond individual well-being, this course supports agencies in developing internal wellness frameworks aimed at improving officer retention, reducing burnout, and mitigating preventable outcomes such as early retirement, disciplinary issues, or suicide. The 16-hour format includes expanded case analysis, leadership discussions, and a structured plan for implementing or enhancing departmental wellness initiatives.

RE-Thinking Law Enforcement Mental Health
8-Hour Advanced Training Course

Course Overview

“RE-Thinking Law Enforcement Mental Health” is an intensive, evidence-informed 8-hour training designed to fundamentally shift how law enforcement professionals understand, assess, and manage mental health—both within themselves and in the communities they serve.

Traditional models of officer wellness have often focused on crisis response and post-incident intervention. This course challenges that paradigm by introducing a proactive, performance-based, and neurobiologically grounded approach to mental health. Participants will examine how chronic exposure to trauma, hypervigilance, organizational stress, and cultural expectations shape cognition, behavior, decision-making, and long-term wellness.

Through a combination of research, applied frameworks, and real-world policing scenarios, this training equips officers, supervisors, and command staff with practical tools to enhance resilience, improve decision-making under stress, reduce liability, and build a sustainable culture of wellness within their agencies.

Course Outcomes

Participants will leave with a practical framework for managing stress and performance in real time, along with actionable strategies to improve both officer wellness and operational effectiveness. Agencies will benefit from personnel who are better equipped to handle high-stress encounters, reduce unnecessary escalation, and sustain long-term career health.

Training Objectives

By the end of this course, participants will be able to:

- Reframe mental health as a performance and operational readiness issue, not just a clinical concern
- Identify the impact of chronic stress, trauma exposure, and hypervigilance on officer behavior and decision-making
- Understand the role of the nervous system (sympathetic/parasympathetic response) in use-of-force, communication, and threat perception
- Recognize early warning signs of burnout, PTSD, depression, and maladaptive coping strategies
- Apply emotional regulation and cognitive control strategies in high-stress field situations
- Evaluate how agency culture and leadership practices influence officer wellness and retention
- Implement peer support, early intervention, and wellness-based supervision strategies
- Improve interactions with individuals experiencing mental health crises through a more informed and regulated response approach

Tactical, Practical and Realistic – Mental Health for Cops.

90minutes/120 minutes 4hrs, or 8hrs

Tactical, Practical De-Escalation is an informational based course focused on **real-world de-escalation strategies** that are operationally realistic, legally sound, and immediately applicable in high-risk encounters. Street cops are expected to make clinical diagnosis at the seen of tense, uncertain and rapidly evolving scenes, and are expected to get it right. The course reframes de-escalation not as avoidance or hesitation, but as a **deliberate tactical skill** used to slow situations, improve decision-making, and reduce unnecessary force without compromising officer or staff safety. Utilizing and providing a foundation in a 4th Amendment Standard of use of force

Participants will examine how subject, and individual **stress physiology, perception, communicate on, positioning, time, distance, and team dynamics** influence escalation and de-escalation during rapidly evolving encounters. Instruction integrates legal standards, officer safety principles, and behavioral science to demonstrate when de-escalation is appropriate, when it is not, and how to transition effectively between de-escalation and control. This is not a CIT related course. While CIT is effective, it can over simplify responses, generate tactical dis-advantages and replete with protocol that potentially diminishes Graham.

Using clinical tools to help first line supervisors, command staff and executives to address mental health.

90minutes/120 minutes 4hrs, or 8hrs

Criminal Justice Professional (law enforcement, corrections, probation and parole) face unique psychological stressors that can impact their mental health, job performance, and overall well-being. The use of psychological clinical assessment tools can help identify early warning signs of mental health issues, support officers, during training, on-going field work and enhance officer resilience. This 90-minute lecture provides an introduction to key clinical assessment tools used in law enforcement mental health, offering insights into their purpose, administration, interpretation, and ethical considerations for law enforcement professionals.

Participants will learn how these tools can be integrated into proactive mental health strategies, improve officer wellness programs, and support officer driven decision-making processes for individuals experiencing mental health challenges.

Suicide vs. Suicidality: Understanding the Difference

Recognizing Risk, Language, Assessment, and Intervention in Behavioral Health & Public Safety Settings

This training provides a practical and clinically grounded examination of the critical differences between *suicide* and *suicidality*. Participants will explore how suicidal thoughts, behaviors, intent, planning, and psychological distress exist along a continuum rather than as a single condition or event. The course emphasizes accurate terminology, risk recognition, clinical assessment, operational response, and evidence-informed intervention strategies across mental health, law enforcement, corrections, healthcare, education, and peer support environments.

Topics include suicidal ideation, passive versus active suicidality, warning signs, protective factors, trauma exposure, depression, PTSD, substance misuse, moral injury, occupational stress, and the role of stigma in help-seeking behavior. Participants will also examine crisis communication techniques, documentation considerations, duty-to-warn implications, referral pathways, and the importance of interdisciplinary collaboration.

Special attention is given to public safety and first responder populations, where cumulative trauma exposure, organizational culture, hypervigilance, burnout, and fear of professional consequences may increase vulnerability while simultaneously reducing disclosure behaviors. By the end of the course, participants will be able to:

- Differentiate suicide from suicidality and suicidal ideation
- Identify behavioral, emotional, verbal, and physiological warning indicators
- Recognize varying levels of suicide risk and acuity
- Understand evidence-based approaches to intervention and referral
- Apply trauma-informed and culturally competent communication strategies
- Reduce stigma and improve early-intervention practices within organizations and communities

Course Below Align with the Minnesota POST Board Learning Objectives that are required learnings.

MINNESOTA BLUE LINE THERAPY PEER SUPPORT TRAINING PROGRAM FINAL SUBMISSION PACKET

Program Description

This 30-hour in-person Peer Support Training Program is designed specifically for law enforcement personnel. The curriculum integrates evidence-based practices, operational realities, and legal defensibility standards. The program emphasizes wellness, resilience, crisis response, and ethical peer support boundaries.

Curriculum Structure

The program consists of 11 modules totaling 30 instructional hours, including lecture, facilitated discussion, applied scenarios, and skills-based training.

Instructional Methods

- Lecture and guided discussion
- Scenario-based training
- Case study analysis
- Skills demonstration
- Peer role-play exercises

Evaluation Methods

- Scenario performance evaluation
- Instructor observation
- Participation tracking
- Knowledge checks
- Applied competency demonstrations/Knowledge Test

Legal and Compliance Statement

This training adheres to applicable legal standards governing confidentiality, duty to warn, and limitations of peer support roles. Peer supporters are trained to operate within clearly defined boundaries and refer to licensed professionals when appropriate.

Documentation and Record Keeping

Attendance, performance, and completion records will be maintained in accordance with agency policy and POST requirements. Documentation supports audit review and program defensibility.

Conclusion

This program is designed to meet and exceed POST-aligned expectations for peer support training. It integrates operational relevance, clinical insight, and legal defensibility into a comprehensive training model.

Course Title: Officer wellness and Resilience in Policing

Minnesota POST Mandates -

Policing is an honorable yet uniquely stressful profession. Every officer—regardless of rank or assignment—will encounter trauma, critical incidents, and chronic stressors that can erode mental, emotional, and physical well-being if left unaddressed.

This 2-hour course provides officers with evidence-based tools and practical strategies to recognize, process, and manage occupational stress and trauma. Participants will learn how to identify warning signs of distress in themselves and peers, understand agency protocols following critical incidents, and explore ways to foster a culture of help-seeking and resilience within their department.

Course Title - Autism - MN POST Learning Objectives

The curriculum directly aligns with Minnesota Statute 626.8478 and the 2023 POST Board Officer wellness learning objectives. This course equips officers with a foundational understanding of Autism Spectrum Disorder (ASD) and the communication, behavioral, and sensory differences common within the autism community. Officers will explore how to recognize autism-related behaviors, adapt their communication and response strategies, and apply trauma-informed, non-escalatory tactics during encounters.

Through case studies, discussion, and interactive learning, participants will gain the knowledge and skills to promote safe, effective, and respectful interactions with individuals on the autism spectrum, their families, and caregivers. The course also addresses disparities in service access and response, emphasizing equity, empathy, and safety in every encounter.

Course Aligns with : MN CIMIC Requirements

This course provides peace officers with a comprehensive and practical understanding of mental illness, co-occurring disorders, trauma, and crisis response in a law enforcement context. Officers

will examine the major forms of mental illness and their associated symptoms and behaviors, explore the influence of trauma and substance use on mental health, and develop strategies for recognizing and safely managing crises in the field.

Through interactive instruction, case analysis, and scenario-based learning, participants will explore the complex intersections between mental illness and the criminal justice system. The course addresses the impact of bias, stigma, and misinformation on officer decision-making and outcomes, while emphasizing fair, ethical, and trauma-informed policing practices. Officers will also learn how cultural identity, beliefs, and communication styles influence mental health understanding and crisis response—and how culturally sensitive engagement can promote safety, dignity, and trust.

Practical components of the course include de-escalation communication techniques, behavioral strategies for reducing tension, and best practices for working collaboratively with families, caregivers, and community mental health partners. Officers will gain familiarity with statutory procedures for mental health holds, custody responsibilities, and available local and statewide resources for crisis stabilization, diversion, and post-crisis care.

This training promotes officer safety, public trust, and effective outcomes through empathy-driven, evidence-based response to individuals experiencing mental health crises.

Course Title: Aligns with Conflict Management Mediations Requirements Learning Objectives

This course instructs peace officers and part-time peace officers in the key principles of conflict management and mediation, designed to enhance safe practices and positive outcomes during law enforcement encounters. Participants will explore how fair, impartial, and respectful treatment builds mutual trust and defuses tension in diverse community interactions. They will review the role of officers in identifying threats, protecting safety, and applying tactics to resolve conflict without force when possible. The training emphasizes the influence of officer mindset, emotional regulation, and communication style in escalation and de-escalation. Through skill-based modules, participants will learn problem-solving, active listening, rapport-building, threat reduction strategies involving time, distance, and cover, and de-escalation decision-making in dynamic situations. In doing so, the course supports the development of officers who are both safe and community-oriented in conflict resolution

Course: Aligns with Mn Learning Objectives Related to Mandates Related to Implicit Bias

This course provides peace officers and part-time peace officers with practical, research-informed training on recognizing and valuing community diversity, cultural differences, and implicit bias in policing. Participants will examine the historical relationship between race and policing in the United States, including how past and present practices have shaped trust, legitimacy, and community safety. The training explains the difference between implicit and explicit bias, how fear and bias can influence officer decision-making and police-community interactions, and strategies officers can use to recognize and mitigate their own biases. Officers will also explore the concepts of institutional racism and other systemic forms of bias, and how these forces affect culture, justice, crime, and law. Through guided reflection and discussion, participants will identify law enforcement practices that promote fair, impartial policing and develop concrete ways to apply these principles in their daily work to strengthen relationships with the communities they serve.