



Our Partnership with HEAT Trainings

Since 2008, Headington has partnered with leading humanitarian organizations to develop a model of HEAT which is considered by many to be best practice and the current duty of care standard. This model follows the principles of high fidelity stress exposure training and has been empirically shown to be the best method by which to teach the kind of preparedness and skill needed to operate in high intensity situations. Through the integration of psychological and security training, with practice in highly realistic scenarios, these humanitarian organizations best prepare employees deploying to high risk environments to not only avoid but also to survive a hostile security event should it occur.

Our role in this partnership

- Headington's consulting role to HEAT is the product of consultation with leading researchers from Harvard, Ohio State, Rockefeller and Yale Universities. Our team translates latest findings from neuroscience, and best practice for exposure training, into a cutting-edge program that incorporates sound psychological principles.
- Our psychologist works closely with your site experts, security team, and role players to evaluate training scenarios for the psychological welfare of participants. We take an active role in ensuring that the scenarios avoid unnecessary harm.
- Prior to trainings, our psychologists score a proprietary battery of assessment tests for all participants. This assessment process requires a licensed doctoral level clinical psychologist and is a critical aspect of demonstrating duty of care.
- Prior to trainings we consult with any individuals of concern. For many, this is a needed opportunity to discuss the impact of major life events, including critical incident exposure and stress impairment. A release of this confidentiality will be sought from individuals of concern to notify Security Training Staff of parameters that may need to be put upon their participation.
- As content presenters at HEAT, HI's role in each training is to provide a session(s) on a topic(s) that will include recent findings regarding the causes, consequences, prevention, and treatment of traumatic stress incidents and working in high-risk security environments, as well as information on the most effective self-care and team-care strategies.
- Following the simulation exercises, HI will be available to provide psychological group debriefing. Each presentation will build on previous presentations and learning and provides humanitarian staff and its training program participants with strategies to cope with these environments. The format will be participatory and interactive.

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- Our team is sensitive to a wide spectrum of cross-cultural responses to distress or trauma. We intervene with knowledgeable support at any point needed.
- During transport, meals, after presentations and scenarios our psychologists are “on duty,” providing round-the-clock care for individuals present at the events. For many, HEAT trainings are the first chance individuals have ever spoken of a traumatic event. It’s a privilege to care for humanitarian participants at these moments.
- In a few instances, individuals may need intervention by HI for clinical or crisis work provided to an individual in distress following the completion of the training. These consultations should not exceed 2 one hour sessions without prior administrative approval by the organizations. Additional sessions will be made available with appropriate approval.

Assessing Candidates for HEAT Training

The Headington Institute HEAT consultation model is designed to assess and protect the psychological welfare of participants in order to support an optimal learning environment for security training. Because HEAT training by nature intentionally stresses individuals, utmost care should be taken to properly evaluate any conditions or circumstances that may impact the wellbeing of the individual participant. As part of the consultation experience, humanitarian staff complete a thorough assessment which is screened by a psychologist. In some instances the HI staff may deem it is necessary to check with a training participant directly prior to the training, due to concerns about their psychological suitability of attending the training. Any contact of this nature will be kept confidential. A release of this confidentiality will be sought from individuals of concern to notify Security Training Staff of parameters that may need to be put upon their participation.

Our battery of assessments is delivered securely via Survey Monkey over an encrypted server. We maintain the highest standards, using only research validated measures in combination with items that have been specifically developed by the Headington Institute and others in order to assess factors relevant to humanitarian settings, resilience, and trauma exposure and the security training exercises.