

OrgSAFE

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4Ms

~~4 Mandatories~~ — A Community Capacity Building and Stabilization Concept Paper for Employees

We
Mental Health / Illness
Mentorship
Mediation
Mapping of Life

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INTRODUCTION

We are living in a time of tremendous change. We are challenged to develop a solution based practice that enables us to address the problem at hand and ones coming in the future. Assisting members of our team and community to map, access mental health and wellness services and supports, mediate, and accept mentorship is crucial to our success as individuals, a community, and as a system.



4Ms

4 Mandatories of Safety

Community School Work Family



Four universal elements of safety must always be present to keep people, places, and things safe. These four elements of safety are the presence of mapping, mental health/wellness, mediation, and mentorship in a community. Mapping, an essential component of safety, signifies the role that a plan, record keeping, and charting serve in communicating where a person has gone and desires to go. Mental health/wellness is defined as the availability of resources needed to assess the status, functioning, and comfort of individuals by stressing the importance of accepting that it is "OK to get some help." Mediation stresses the importance of allowing for the intervention, facilitation, and positive enabling required to engender the view that there are always alternatives to consider when managing a circumstance. Lastly, mentorship is the provision of a guide, tutor, or teacher who will help individuals to strategize the steps toward success by getting them to acknowledge whose shoulders they stand on and who has their back.

The 4Ms of Safety is an effort to remove the wiggle room that failure exploits to institute itself permanently. Mapping asks us to pose the question, "Where are you going?" Mental health/wellness asks us to consider "Are we OK?" Mediation asks us to question whether we have considered every option. Mentorship inquires into the question, "Who has our back?"

Safety is not constituted by any one of these activities, but it can be assured when all of them are in place and active. In other words, it is the adherence to these concurrent/simultaneous activities that ensures safety. We must be committed to a full and comprehensive effort to keep ourselves and others safe.

MAPPING

Ready, Set, Go!

Ready, Set, Go! helps individuals to create a roadmap for success that stretches across the eight life domains that make up the whole person: education, health, environment, family/friends, financial, personal development, and recreation. It sets the stage for putting into action any ideas, dreams, or goals realized with the understanding that the world is available and waiting to teach all who yearn to learn. Seminars, webinars, and focus groups utilizing all social media and touching every media opportunity will give everyone a chance to get involved. Where are we going? It is up to us! What are we doing? The options are endless! When will we get there? As soon as we start!



WE MENTAL HEALTH / ILLNESS

It's OK to get help!

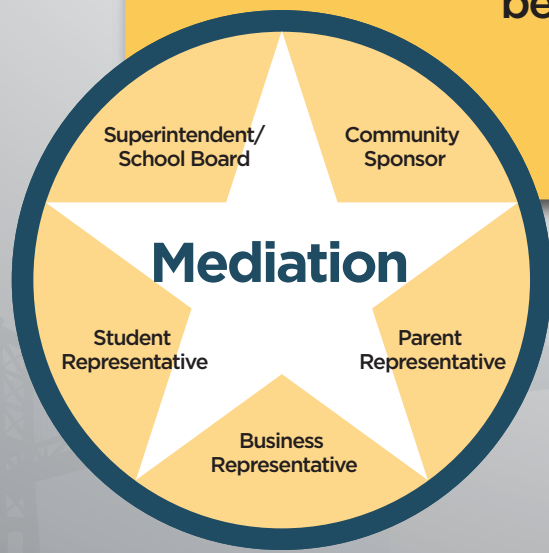
Counseling on Demand (COD) – Unlimited access, 24/7/365 Urgent Counseling and Networking Centers are available for those seeking help in an emotional crisis. Within the 24/7/365 COD program, an assessment will be available through online chats, video conferencing, the phone, and/or a face-to-face visits. Through the initial assessment, a determination can be made for either short- or long-term counseling care. Urgent Counseling and Networking Centers provide a safe haven for those suffering from disorders that affect mood, thinking, and behavior, those who are feeling sad or down, suffering from confused thinking or reduced ability to concentrate, who have excessive fears or worries or extreme feelings of guilt, an inability to cope with daily problems or stress, or alcohol/ drug abuse.



MEDIATION

Did you consider this?

MediationCorps will be a team of well-trained individuals from a myriad of backgrounds trained in how to diffuse a challenging situation and offer alternate solutions to conflict. MediationCorps will be equipped to assist individuals, families, and/or communities to identify strengths, needs, and current resources available to implement a plan that addresses their concerns and helps them to achieve their goals and/or avoid conflict. **MediationCorps** consultations will result in written and publicly declared documents that hold all parties accountable for the plan's success. To ensure that progress is being made and maintained, frequent intervals for check-ins are significant components of this initiative.



MENTORSHIP

Who has your back?

Long Term Peer and Retired Employees as mentors initiative for existing employees. Care will be taken to ensure the appropriate pairing of mentors based on needs and purpose. The program will offer incentives for both mentors and mentees in the form of skills development workshops that encourage the full growth of the employee.



4MS PARTNERS/STAKEHOLDERS

MAPPING

Ready, Set, Go

Partners

MENTAL HEALTH/ WELLNESS

Counseling on Demand

Partners

MEDIATION

MediationCorps

Partners

MENTORSHIP

Long term employees as mentors

Partners



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