

NORTHERN ILLINOIS TRAINING ADVISORY BOARD
Jeff Schelling, Executive Director
527 Colman Center Drive, Rockford, IL 61108
Tel 779-210-8422
www.nitab.org

FUNDAMENTALS OF REALISTIC DE-ESCALATION

Date: March 12, 2026 **Registration Deadline: February 12, 2026**

Times: 0800-1600 hours

Location: NITAB
527 Colman Center Drive
Rockford, IL

Instructor: Nicole Florisi

Member Fee: \$0 Non-MTU Member & Non-Sworn Fee: \$150

This course has been approved by ILETSB for the following mandates:

Crisis Intervention - .5
Procedural Justice - .5
De-escalation Techniques – 7/ scenario based – 1

Law enforcement agencies have come under intense pressure in recent years to prioritize their efforts at "de-escalation." We will discuss the often-challenging expectations of law enforcement professionals to gain compliance without using physical force and how oftentimes, this may not be realistic or safe. The legitimate goal of de-escalation tactics is to resolve problems with minimal harm. This distinction is critical.

The course will present law enforcement concepts and methods to support de-escalation efforts. Attendees will be provided with knowledge to apply core skills of incident stabilization, tactics and decision-making and verbal and non-verbal skills to establish contact, build rapport and create influence with difficult subjects.

Learning and Training Objectives:

Students will learn a wide variety of skills during this course including:

At the end of this training, the participant will be able to:

- Articulate what 'de-escalation' actually means, what the objectives of de-escalation are, and in what situations de-escalation can and cannot be considered
- Discuss the tactical principles of de-escalation, risk assessment and decision-making
- Quickly evaluate an interaction to determine whether de-escalation efforts are reasonable to consider, tactically practical, and likely to be successful
- Apply critical Force Science® concepts such as the "Responsibility Zone" and the "7 T's De-escalation Evaluation Model" to evaluate tactics that are needed or likely to be successful in supporting a de-escalation process
- Enhance their ability to make a connection, establish rapport and apply effective principles of persuasion with difficult subjects, including mentally ill subjects, through the application of the 'Behavioral Influence Stairway Model'
- Learn and apply the 'Though Emotion/Behavior' (TEB) Matrix to quickly recognize whether a subject is in 'conflict', 'crisis' or has 'contaminated' thinking and therefore which strategies of persuasion are likely to be the most effective
- Employ specialized questions specifically designed to cognitively engage individuals in crisis and increase the likelihood of resolution that either avoids force or minimizes the amount necessary to obtain control
- Better ensure that officers' approach and control strategies maximize their response options while minimizing the potential for unnecessary emotional and/or physical escalation
- Balance the desirability of trying to resolve a conflict peacefully with the need to maintain officer and public safety
- Apply principles of officer self-regulation and emotional control in order to maintain rational thinking processes.
- Help community members and the media better understand what realistic de-escalation entails and the challenges that subjects may present that can inhibit, if not prohibit, an officer's ability to safely de-escalate.

Course Evaluation:

NITAB will provide all attendees with a QR code to evaluate the course content and instructor knowledge of the material presented.

This is a state-certified course and a participant may only miss 10% of the course.