

SHANNON MARIE SEIBEL, LPCC

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Curriculum Vitae

SUMMARY OF QUALIFICATIONS

- Teacher, presenter, and facilitator with over 5 years of psychoeducation in adult and 9-12 grade environments.
- Professional mentorship with adults interested in pursuing higher education, career exploration, and skill development; focus on the criminal justice and mental health fields.
- Knowledge areas include Mental Health, Criminal Justice, Program Development, Leadership, and Healthcare.
- Provide consultation to organization leaders to navigate sensitive employee relations matters, support workplace communication related to mental health, and foster supportive work environments and stress-related performance issues.
- Designed and delivered engaging presentations, psychoeducation and collaborative learning activities that can be adapted to a variety of participants.
- Expertise with on-line learning, APA style writing, library resources, webinar delivery platforms, online discussion forums, Microsoft Office Suite, general artificial intelligence; academic, healthcare and law enforcement management systems.

EDUCATION

PhD	Walden University, Counselor Education and Supervision, Intern (expected completion 2027)	In Progress
MS	Walden University, Clinical Mental Health Counseling	August 2022
BS	Rasmussen College, Criminal Justice Leadership and Management	August 2018
AAS	Rasmussen College, Criminal Justice of Applied Science – Law Enforcement	May 2017

LICENSES

LPCC Licensed Professional Clinical Counselor, State of Minnesota, October 2024 (ex. September 2026)

LPCC Licensed Professional Clinical Counselor, State of Arizona, December 2025 (ex. September 2026)

CERTIFICATES

Critical Incident Stress Management Certification, University of Maryland Baltimore County, 2025

The CCISM Certification is a university-based certification in Critical Incident Stress Management (CISM) offered by the International Critical Incident Stress Foundation, Inc (ICISF) in partnership with UMBC's Department of Emergency Health Services.

Question. Persuade. Refer. (QPR) Gatekeeper Trainer Certified.

QPR suicide prevention trainers are responsible for teaching the QPR approach to suicide prevention to community members.

Leadership Certificate, Rasmussen College, 2017

The Rasmussen Leadership Academy provides high achieving students the opportunity to explore their strengths, apply them to leadership opportunities, and utilize these strengths as role models in the workforce, community, with families, and in their college experience.

Lead, Elevate, Achieve, Develop (LEAD) Certificate, Minnesota DPS, 2019

PRESENTATIONS AND WORKSHOPS

Presentation, Beyond Prevention: “Advanced Strategies for Collaborative Care in the Treatment of Suicidality”, Evergreen Conference October 2024

This presentation aims to equip those working directly with patients experiencing suicidality to better understand primary drivers of suicide and how to work collaboratively with patients experiencing suicide. We commonly hear of suicidality as being preventable and speak in terms of screening and assessment while leaving out critical components of treating suicidality. This presentation will include concepts from CBT-SP and CAMS (Collaborative Assessment and Management of Suicide) and include case presentations on utilization of the interventions and modalities. A Q&A will be a central component, and attendees are encouraged to ask the difficult questions of working with patients experiencing suicidality. Audience: advocates, social workers, mental health practitioners, therapists, teachers, and public health workers.

Presentation, “Enhancing Creativity: How to Reignite Joy in What You Do”, Evergreen Conference October 2024; Sanford In-Service January 2025

*Over the last 5 years, helping professionals have been navigating supporting themselves and clients through unprecedented times. Through the book *Trauma Stewardship* (Van Dernoot Lipsky and Burk, foreword by Jon Conte, PhD.) it is known that stressful work environments can diminish creativity in our professional and personal lives. Participants will learn about the impacts of vicarious trauma on creativity, and tools to reignite joy in the work we do. Audience: advocates, social workers, mental health practitioners, therapists, teachers, and public health workers.*

Workshop, “First Responder Peer Support Training” April 2024

30 hour POST Certified training to meet Minnesota Peer Support standards. Audience: law enforcement, fire personnel, corrections, ambulance personnel, crisis response workers, social workers, chaplains, and mental health professionals.

Presentation, “Obsessive Compulsive Disorder” Sanford Health February 2024

Sanford Behavioral Health Team In-House training, co-developed training for identification, assessment, and treatment of OCD. Audience: mental health professionals, practitioners, and healthcare staff.

Presentation, “First Responder Wellness”, Crisis Intervention Training. 2022, 2023, 2024

Mental health wellness psychoeducation for law enforcement, corrections, firefighters, emergency medical service professionals, crisis response workers, and mental health practitioners..

Presentation, “Vicarious Trauma and Wellness”, Evergreen Conference. November 2023

Developed materials and training for identification and risk factors related to burnout and vicarious trauma. Audience: advocates, social workers, mental health practitioners, therapists, teachers, and public health workers.

Presentation, “Question. Persuade. Refer.” Suicide Prevention Training, 2021 – 2024

QPR is a suicide prevention training for identification of risk and protective factors when interacting with someone in a crisis. Audience: high school and college students, teachers, college coaches, nurses, healthcare staff, advocates, and community members.

Presentation, “How To Be Better At Stress”, Beltrami Electric Wellness Day, January 2025.

This presentation combines trauma stewardship, stress, wellness, and practical strategies in an interactive group environment. You will learn an overview vicarious trauma, compassion fatigue, burnout, stress cycles, and warning signs and symptoms of stress – and leave the presentation with easy stress management tools for your toolbox. Audience: administrator, support staff, field workers, and linemen.

Presentation, “Transference and Countertransference in Peer Support”, MN Law Enforcement Peer Support Training Q4 2025 All-Day Training, October 22, 2025

Objectives: Learn meanings of clinical terminology regarding transference and countertransference; Understand how transference and countertransference can apply to, and affect, peer support members; Identify ways to build insight and reduce bias to minimize negative impact on peer-supported relationships. Audience: mental health professionals and law enforcement personnel

Presentation, Part 1: “Safer Spaces: Means Restriction and Harm Minimization in Suicidality” and **Part 2:** “Think Outside the Toolbox: Creative Safety Planning”, Evergreen Conference, October 29-30, 2025.

Part 1: Define means restriction and harm minimization; Review how strategies reduce suicide risk; Explore the associated stigma, judgment, and discomfort with harm minimization; Engage in a group activity to practice creative means restriction. Part 2: Define the basic elements of the safety planning intervention; Explore various types safety plan; Describe how to include parents/caregivers/supports in the intervention; Participate in a group activity with creative safety planning. Audience: mental health professionals, and health and human service personnel.

Presentation, “Working Toward Wellness”, MN Law Enforcement Wellness Summit, November 7, 2025.

Explore why we do the work we do (protecting and helping others) and how it can affect us physically and emotionally. Learn practical strategies for managing stress and preventing the development of trauma- and stressor-related disorders that can occur doing the work you do so that you can work “well”, longer. Audience: mental health professionals and law enforcement personnel.

COMMUNITY SERVICE – ADVISORY BOARD INVOLVEMENT

North Central Critical Incident Stress Management Team, Minnesota: *Clinical Coordinator and Mental Health Professional, 2021 - Present*

Central Critical Incident Stress Management Team, Minnesota: *Mental Health Professional, June 2025 – Present*

City of Bemidji – Community and Police Advisory Board: *Chair, March 2024 - Present*

Headwaters Alliance for Suicide Prevention: *Facilitator, Member, and Community Coordinator, June 2021 – Present*

International Public Safety Association – Advisory Board: *Advisory Board Member, Social Media & Outreach Sub-Committee, September 2022 – Present*

Minnesota Responds: *On-Call Volunteer for Beltrami and Hubbard Counties May 2020 – Present*

Rural Minnesota Mental Health Professionals Network: *Facilitator, Member, Presenter September 2024 – Present*

United Way of Bemidji Area: *Volunteer Member, Advocate, and Consultant*

PROFESSIONAL TRAINING

Psychotherapy Intervention Training

- Collaborative Assessment & Management of Suicidality (CAMS)- December 2021
- Solution-Focused Brief Therapy - Elliott Connie's: A Step-by-step. January 2022
- Dialectical Behavior Therapy, Dr. Vaughn, February 2022
- Simple Yoga Techniques as Clinical Interventions for Anxiety and Trauma March 2022
- Cognitive Therapy for Suicide - Institute for Psychological Advancement - June 2022
- EMDRIA Eyemovement Desensitization Reprocessing - August and October 2022
- N is for Neuroaffective - EMDRIA. Steve Frankel Group - November 2022
- EMDRIA RTEP and GTEP - EMDR Professional Training - January 2023
- CBT for Chronic Pain and Medical Conditions - March 2023
- Basic Motivational Interviewing- Jobe Consulting - April 2023
- Intensive Workshop in Exposure and Response Prevention for OCD - UPENN- July 2023
- EMDRIA DeTUR - EMDR Professional Training (EMDRIA) January 2024
- CAMS-care Role Play Training January 2024
- EMDRIA Approved Advanced EMDR Training Law Enforcement Officer Training; ASC Psychological - July 2024
- EMDRIA EMDR 2.0 – Enhancing EMDR Therapy – May 2025
- Flash Technique Conference – June 2025
- The Flash Technique – June 2025
- CAMS Brief Intervention Training - November 2025
- EMDR Early Intervention & Rapid Response: Benefits of Integrating ASSYST - December 2025

Specialized First Responder and Veteran Focused Training

- Peer Support Training; LEAST Services/Counseling - September 2019
- ICISF CISM Basic Group Interventions - June/July 2021
- Law Enforcement Cultural Competence LE-AST Services - March 2021
- ICISF Assisting Individuals in Crisis and Group Crisis Intervention - June 2024
- ICISF Resilient Leadership for Emergency Services and Healthcare– January 2025
- ICISF Pandemics, Bioterrorism, Radiation, Pollution, and Other "Disasters of Uncertainty: A Critical Incident Stress Management Perspective. – January 2025
- ICISF Psychological Body Armor – January 2025
- ICISF Psychology of Terrorism and Psychological Counter-Terrorism – January 2025
- ICISF Advanced Group Crisis Intervention - February 2025
- ICISF Advanced Individual Crisis Intervention – May 2025
- Military Sexual Trauma - Psych/Armor - September 2025
- Caring for Our Veterans who Experienced Military Sexual Trauma - MN.TRAIN - September 2025
- MN Peer Support Training Conference - October 2025
- LETAC, Criminal Justice Mental Health Summit - October 2025
- Minnesota Law Enforcement Wellness Summit - November 2025

Additional Training

- Minnesota Counterdrug. Intro to Intelligence for Law Enforcement- September 2004
- Alpha Group Center for Crime and Intelligence Analysis Training. Criminal Intelligence Analysis Training- October 2004
- Midwest Gang Investigators Association. Gangs: Current Issues, Field Interviews and Documentation January 2006

- Minnesota Counterdrug Training Center. Gang Identification and Interdiction- June 2006
- Minnesota Office of Justice Programs. Native American Gang Training- March 2007
- Minnesota Data Practices: Criminal Records Training- June 2008
- National Drug Intelligence Center. Intro to Basic Intelligence Analysis- August 2009
- Bureau of Criminal Apprehension, Basic Narcotics - October 2015
- Amber Alert Recognition and Response to Child Sex Trafficking and Exploitation at Tribal Casinos, Hotel and Travel Plazas - July 2016
- BCA Criminal Justice Information Users Conference - September 2016
- Bureau of Criminal Apprehension, NLETS Training - April 2017
- MN BCA In-Service - 2018, 2019
- Child Sex Trafficking and Gangs - March 2018
- Active Shooter / Workplace Disturbance - March 2018
- Death Investigator Conference - April 2018
- Missing Persons Conference - April 2018
- Responding to Incidents Involving Children on the Autism Spectrum - April 2018
- De-escalation Strategies: Persons with Mental Illness or Behavioral Disorders in Crisis - January 2019
- Winning the Battle The Pain Behind the Badge - February 2019
- Youth Engagement: Fostering Development of Future Tribal CJ Leaders April 2019
- Interviewing Children with Disabilities May 2019
- 2019 Disaster Behavioral Health Conference - Footprint of Disasters- 2019, 2022
- Mental Health First Aid Certification – National Council for BH – September 2019
- International Public Safety Association - Why public safety, citizens need Stop the Bleed training from a trauma surgeon's perspective. October 2019
- Watchlisting Overview Seminar - December 2019
- International Public Safety Association: Catch Them Before They Fall - Preventing Suicide through Early Identification of Distress - January 2020
- NAMI - Addressing the Needs of Mental Health in First Responders- January 2020
- MDH - Psychological First Aid (Covid-19)- June 2020
- NAMI - Mental Illnesses & Crisis Communication Strategies Confirmation June 2020
- Intro to Forensic Mental Health Evaluation for Counselors - July 2020
- Minnesota Mobile Mental Health Crisis Response Summit - August 2020
- Police-Mental Health Collaboration Programs: What LE Should Know- August 2020
- Minnesota Association for Children's Mental Health. November 2020
- Sanford Health Primary Care Conference 2021: Behavioral Health - January 2021
- Preventing Jail Suicide: Adjusting Current Strategies to Save Lives - February 2021
- "Breaking Barriers: A Conversation with Experts" - February 2021
- QPR (Question. Persuade. Refer.) Indigenous Peoples Task Force. February 2021
- Health Inequity: 911 Generated Responses to Community MH Crises - February 2021
- North Idaho First Responder Symposium - May 2021
- 2nd Annual Minnesota Mobile Mental Health Crisis Response Summit - August 2021
- CALM: Counseling on Access to Lethal Means - September 2021
- Understanding Childhood Trauma - Hope and Healing Center Institute- October 2021
- MN Statewide Crisis Summit - October 2021
- QPR for Sports Coaches - December 2021
- Red Cross Disaster Mental Health: Intro to Disaster Cycle Services - January 2022
- Opioid Overdose Prevention and Response Training. February 2022
- Masculinity, mental health, and men's relationships - UBC Reducing Male Suicide Research Excellence Cluster- March 2022

- Two Spirit LGBTQ+ - Arnold Dahl-Woodley - June 2022
- Role of Implicit and Explicit Bias Towards Individuals with Disabilities and Individuals Impacted by Homelessness- October 2022
- Multidisciplinary Approach to Combatting Human Trafficking by Heather Holden from Minnesota Bureau of Criminal Apprehension - November 2022
- Vicarious Trauma and Compassion Fatigue: Essentials for Therapists - November 2022
- A Better You - Mental Health Conference - April 2023
- Group Work as a Method of Practice: Key Concepts & Essential Skills for Effective Outcomes - University of Minnesota - April 2023
- MN Mobile Crisis Response Summit; Gender Inclusive Crisis Response- August 2023
- EMBER Training for Beltrami County Sheriff's Office Jail - August 2023
- MN Criminal Justice Mental Health Summit - September 2023
- Evergreen Conference – October 2023, 2024, 2025
- Suicide Post-vention. Supporting Sanford Clinicians after suicide. December 2023