

CodeBlu

Whitepaper

The CodeBlu Methodology: A Multi-Source Synthesis for Modern De-Escalation Training

A whitepaper explaining how CodeBlu synthesizes behavioral science, crisis-intervention frameworks, tactical decision-making programs, and state alignment into voice-based training scenarios.

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Executive Summary

De-escalation training has become a baseline expectation for American law enforcement, but the market for it is fragmented. Agencies are asked to choose between competing curricula, each rooted in a single organization's model, and each presented as complete on its own. In practice, no single model covers the full range of what an officer needs: the behavioral science of how people act under stress, a structured framework for crisis contacts, a tactical decision-making process, and alignment with state training requirements.

CodeBlu takes a different approach. Rather than reselling one organization's curriculum, CodeBlu synthesizes the leading research and frameworks in the field into a single, coherent training experience delivered through AI-powered voice scenarios. The synthesis itself is CodeBlu's contribution: the work of integrating behavioral science, crisis-intervention frameworks, tactical decision-making models, and state-specific alignment into something an officer can practice, not just read.

CodeBlu serves law enforcement and allied first-responder agencies, with an initial focus on Colorado agencies working to meet in-service training requirements. This paper explains why a multi-source synthesis is the right foundation, what each source contributes, how CodeBlu integrates them, and where CodeBlu deliberately stops.

Why a Multi-Source Synthesis

A single-source curriculum carries a structural risk: it inherits both the strengths and the blind spots of its origin. A program built only on a crisis intervention framework may handle a mental-health call well but say little about the perception-and-reaction realities of a fast-moving encounter. A program built only on behavioral science may explain why an encounter went wrong without giving an officer a usable structure for the next one. A program built only around a tactical decision model may underweight the communication skills that resolve most encounters before tactics are ever relevant.

Synthesizing across leading sources is not about averaging them. It is about recognizing that each was developed to answer a different question, and that a working officer needs all of those questions answered at once. Behavioral science explains the human factors. Crisis-intervention frameworks supply the structure for contact. Tactical decision models supply the process for assessment and choice. State programs supply the alignment with what an agency is actually required and authorized to deliver.

This is also how good de-escalation training already works in practice. Experienced trainers do not teach a single branded model and stop. They borrow the assessment language from one source, the communication techniques from another, and the decision-making structure from a third, because that is what holds up in the field. CodeBlu makes that synthesis explicit, consistent, and repeatable, so that every officer in an agency practices against the same integrated standard rather than against whatever model their last instructor happened to prefer.

The goal is not novelty. The goal is coverage and coherence: a training experience where the behavioral science, the framework, the tactics, and the compliance alignment all reinforce each other instead of competing.

The Sources and Their Contributions

CodeBlu draws on five bodies of work. CodeBlu is not partnered with, certified by, or endorsed

by any of them. Each is credited here for the public contribution it is known for.

Force Science Institute (FSI). FSI is known for research into human performance and decision-making during high-stress force encounters: how perception, attention, memory, and reaction time behave when a person is under threat. This research informs one of the most practical lessons in de-escalation: time and distance are not just tactics, they are what give an officer's own cognition room to work. CodeBlu uses this behavioral-science layer to explain to officers why de-escalation techniques work, not just what they are.

CIT International and the Memphis Model. The Crisis Intervention Team model, widely associated with its origin in Memphis, established the modern template for how law enforcement responds to people in mental-health crisis: specially prepared officers, a partnership with mental-health services, and a focus on connecting people to care rather than to the justice system. CodeBlu uses this framework as the structural backbone for crisis-contact scenarios.

PERF's ICAT. The Police Executive Research Forum published ICAT, Integrating Communications, Assessment, and Tactics, as a training guide for encounters that do not involve a subject armed with a firearm. ICAT is known for its emphasis on slowing situations down, a structured decision-making process applied continuously through an encounter, and the integration of communication with tactics rather than treating them as separate phases. CodeBlu uses this as the decision-making spine of its scenarios: assess, communicate, reassess.

Colorado CRIT. Colorado's Crisis Response and Intervention Training is a state-level program aligning crisis-response practice with Colorado expectations and resources. CodeBlu uses it for state alignment, so that Colorado agencies see training that reflects their own operating context.

Crisis Intervention Team Association of Colorado (CITAC). CITAC represents the peer-practitioner layer: working Colorado crisis-intervention professionals whose field experience grounds the academic and framework material in what actually happens on Colorado calls. CodeBlu treats this practitioner perspective as a check on realism.

The CodeBlu Integration

A multi-source synthesis is only useful if it is delivered in a form an officer can actually practice. Reading about five frameworks does not build skill. CodeBlu's delivery model, AI-powered voice scenarios, is what makes the synthesis usable.

Voice practice is uniquely suited to integrated training because a real encounter does not announce which framework applies. An officer talking to a person in crisis is simultaneously reading behavior, choosing words, managing distance, and deciding what to do next. A voice scenario exercises all of those at once, in real time, the way the field does. A written test cannot.

Each CodeBlu component draws from multiple sources by design:

- **Scenarios** are built so that the behavioral realism reflects

human-factors research, the crisis structure reflects established intervention frameworks, and the moment-to-moment decision points reflect a tactical decision-making process. - **After-action review** scores an officer across dimensions, communication, empathy, safety, and problem-solving, that no single source owns. Each dimension is informed by more than one body of work. - **Curriculum modules** teach the underlying concepts with explicit attribution, so an officer learns not just a technique but where it comes from and why it holds up.

CodeBlu's own intellectual contribution is the integration layer: the editorial and instructional-design work of reconciling sources that use different vocabulary, deciding what to teach first, building scenarios that exercise several frameworks at once, and writing assessment rubrics that are coherent across all of them. That synthesis is what an agency licenses. The underlying research belongs to the field.

Mapping to Colorado P.O.S.T. Rule 28

Colorado's Peace Officer Standards and Training (P.O.S.T.) Rule 28 governs in-service training for Colorado peace officers. Rule 28 distinguishes perishable-skills training from other required in-service topics. CodeBlu is designed to support the non-perishable in-service component.

CodeBlu addresses these non-perishable topic areas: de-escalation, crisis intervention, mental-health awareness, and verbal communication. It does not address perishable skills (see the next section).

Two framing points are essential and must not be overstated:

1. Eligibility for in-service credit rests with the agency's chief executive.

CodeBlu does not and cannot grant P.O.S.T. credit. CodeBlu provides the training and the records; the chief executive decides what counts. 2. CodeBlu generates completion certificates and per-year training-hour summaries suitable for an agency to retain and to submit through its existing P.O.S.T. reporting channels.

What CodeBlu Intentionally Excludes

A credible training product is as clear about its boundaries as its scope. CodeBlu deliberately does not cover several areas.

Perishable skills. Arrest control, emergency vehicle operation, and firearms are hands-on, physically practiced skills that degrade without regular live repetition. They cannot be trained by voice scenario, and they are not something a software product should claim to deliver. CodeBlu leaves perishable skills entirely to live, in-person agency training.

Agency-specific tactical training. Formation, room entry, and similar tactics are agency-specific, equipment-specific, and supervised. CodeBlu may reference tactical decision-making as a thinking process, but it does not deliver tactical instruction. That remains with the agency.

Use-of-force decision-making as a distinct discipline. Use-of-force judgment is adjacent to de-escalation but is its own area, with its own legal standards and its own training requirements. CodeBlu scenarios are designed to resolve before force is the question. Where an encounter would cross into a use-of-force decision, CodeBlu treats that as the boundary of the scenario, not as content to be taught.

Naming these exclusions is not a weakness in the product. It is what lets an agency trust the parts CodeBlu does deliver.

Acknowledgments and Disclaimers

CodeBlu's methodology synthesizes publicly available research and established frameworks associated with the Force Science Institute, CIT International and the Memphis Model, PERF's ICAT, Colorado CRIT, and the Crisis Intervention Team Association of Colorado. These organizations are credited for their contributions to the field.

CodeBlu does not claim any formal partnership, certification, accreditation, or endorsement from any of these organizations. References to their work are citations, not affiliations.

De-escalation research evolves, and so does this methodology. CodeBlu treats its curriculum and assessment rubrics as living documents, revised as the field's understanding advances and as practitioner feedback accumulates.

AI-generated after-action feedback in CodeBlu is a training aid. It supports, and does not replace, evaluation by a qualified human instructor.

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