Trauma-Informed Care 101: Understanding Your Role in Creating a Trauma-Informed Environment

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What is Trauma?

_____ results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life-threatening and that has _____ on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

Experiences that might be considered traumatic:

What is Trauma-Informed Care?

Trauma-Informed Care understands and considers the

_____ of trauma and promotes

environments of _____ rather than

practices and services that may inadvertently re-traumatize.

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SAMHSA's Trauma-Informed Approach: Key Assumptions:

• All people at all levels of the organization or system have a basic

_____ about trauma and understand how trauma

can affect families, groups, organizations, and communities as well

as individuals.

• People in the organization or system can _____ the

signs of trauma.

• The program, organization, or system _____ by

applying the principles of a trauma-informed approach to all areas of

functioning.

• A trauma-informed approach seeks to _____ of

clients as well as staff.

What is a Trauma-Informed Approach?

Benefits of a Trauma-Informed Approach

✓ Creating a proactive approach to physical and emotional safety for clients, families, and staff

✓ Creating and sustaining opportunities for choice, power, and control through increased therapeutic interactions

✓ Decreasing the stigma related to trauma and mental health concerns

✓ Reducing the possibility of re-traumatization

✓ Improving the social environment in a way that improves all relationships

✓ Creating environments that care for and support staff

✓ Increasing the quality of services, reducing unnecessary interventions, reducing costs

✓ Reducing the number and types of negative encounters and events (e.g., seclusion and restraints)

✓ Creating a resilience and strengths-based focus

✓ Increasing client and family satisfaction

✓ Increasing success and job satisfaction among staff

Notes

List adapted from National Council for Behavioral Health, 2013

Specific Steps to Creating a Trauma-Informed Agency
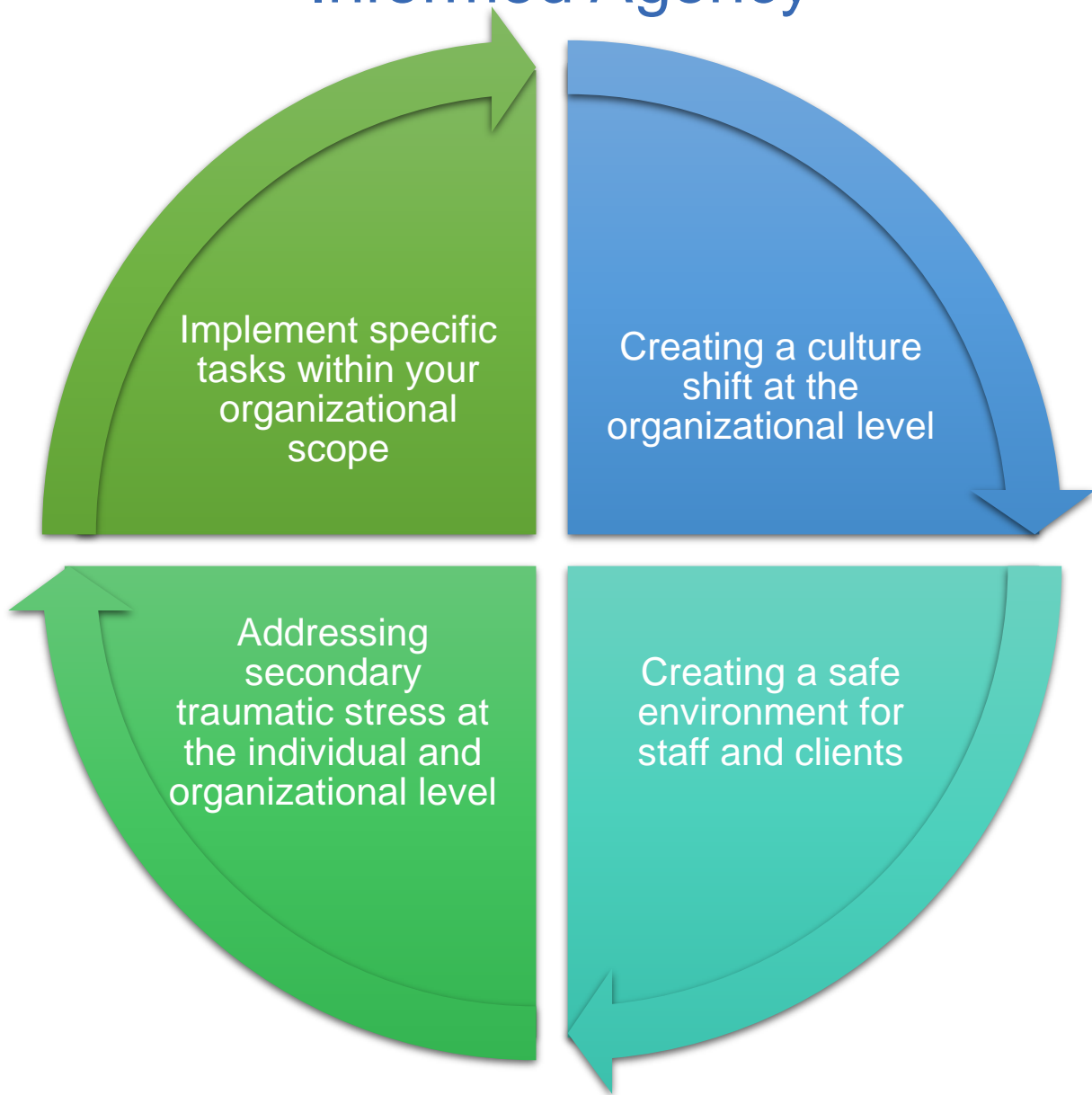
Organizational Culture

- "Implicit norms, values, and shared behavioral expectations and assumptions" of an organization (Cooke & Rousseau, 1998)

- Culture is changed by _____ (formal and informal)

Step 1: Creating a Culture Shift at the Organizational Level

Creating a Culture Shift

Shift Your Perspective

From

To
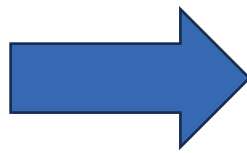
Strategies to Create Organizational Culture Change

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Step 2: Creating a Safe Environment for Staff and Clients

Types of Safety

- _____ - Freedom from threats of violence, whether from self or others.

- _____ - The ability to be safe within one's own identity and the sense of feeling safe with other people and in one's community.

Tips on Promoting Safety

1. Share as much _____ as possible

2. Provide as many opportunities as possible for client to have _____

3. Be _____

4. Actively integrate the client into _____

5. Be very clear with the _____

6. Assess your environment for physical and emotional _____ using an agency self-assessment

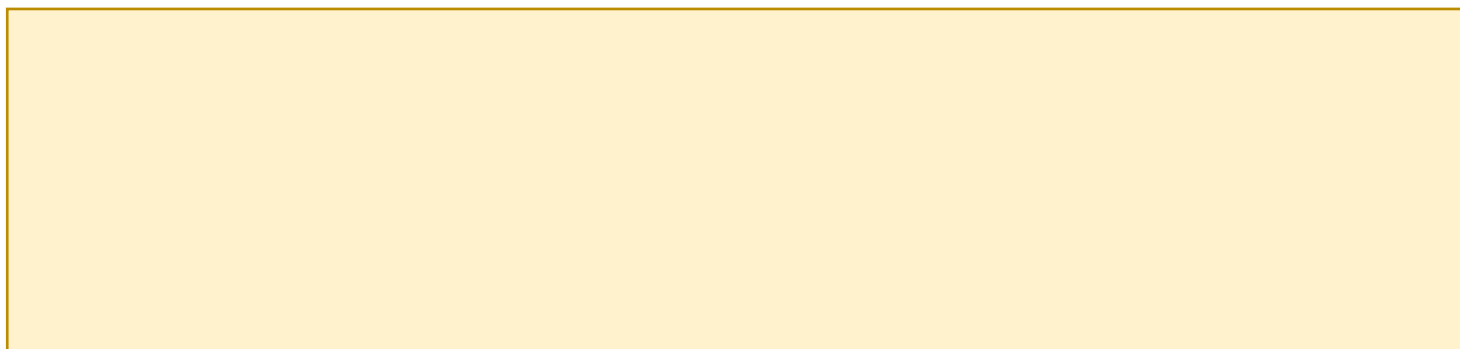## Additional Tips

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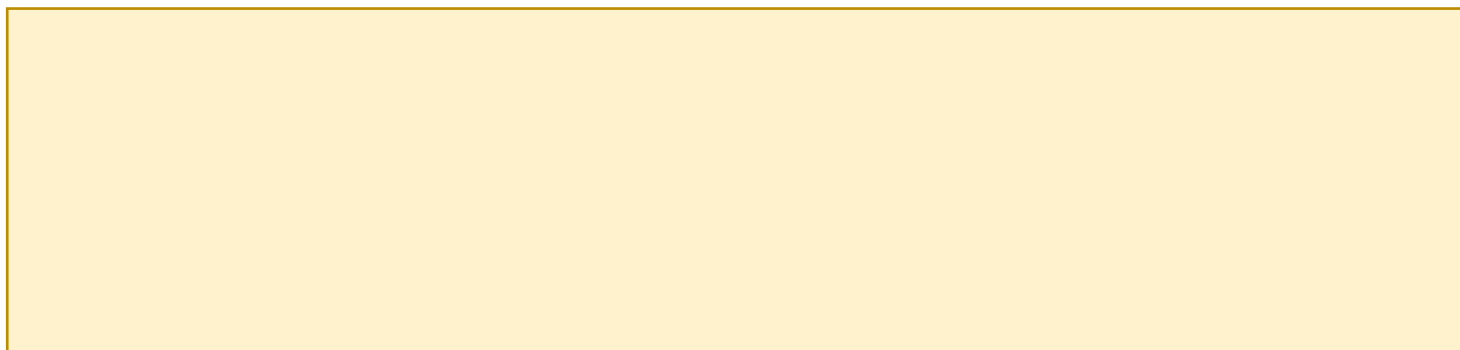# Step 3: Addressing Secondary Traumatic Stress at the Individual and Organizational Level

Individual Strategies to Address Secondary Traumatic Stress

Organizational Strategies to Address Secondary Traumatic Stress

Additional Strategies

Step 4: Implement Specific Tasks within your Organizational Scope

RESILIENCY & RECOVERY

UNDERSTANDING TRAUMA & STRESS

COLLABORATION & EMPOWERMENT

6 TRAUMA-INFORMED CORE PRINCIPLES

COMPASSION & DEPENDABILITY

SAFETY & STABILITY

CULTURAL HUMILITY & RESPONSIVENESS

Step 4: Implement Specific Tasks within your Organizational Scope

Understanding Trauma and Stress

Core Competencies

Individual Principles in Action

Organizational Principles in Action

Compassion and Dependability

Core Competencies

Individual Principles in Action

Organizational Principles in Action

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Step 4: Implement Specific Tasks within your Organizational Scope

Safety and Stability

Core Competencies

Individual Principles in Action

Organizational Principles in Action

Collaboration and Empowerment

Core Competencies

Individual Principles in Action

Organizational Principles in Action

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Step 4: Implement Specific Tasks within your Organizational Scope

Cultural Humility and Responsiveness

Core Competencies

Individual Principles in Action

Organizational Principles in Action

Resilience and Recovery

Core Competencies

Individual Principles in Action

Organizational Principles in Action

Next Steps

Explore how the six trauma-informed core principles apply to your agency.

❖ What are the areas that your agency does well?

❖ What are some areas that are challenging for your agency?

Create an elevator speech (2-3 bullets) as to why your agency should become more trauma-informed. Share these with your team and leadership.

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Resources

- ❖ Trapped on an Escalator (2:04)

- ❖ What is Psychological Safety, and Why is it Important? (1:17)

- ❖ Brené Brown on Empathy (2:53)

- ❖ Innovations in Addressing Secondary Traumatic Stress in the Workplace (3:42)

- ❖ National Child Traumatic Stress Network

- ❖ Trauma-Informed Systems, Trauma Transformed

- ❖ SAMHSA's Definition of a Trauma-Informed Approach

- ❖ Adverse Childhood Experiences Study Resources

- ❖ The Institute of Trauma and Trauma-Informed Care

- ❖ Laying the Groundwork for Trauma-Informed Care

- ❖ Creating Cultures of Trauma-Informed Care (CCTIC): A Self-Assessment and Planning Protocol

- ❖ Self-Compassion by Dr. Kristin Neff

- ❖ The BRAVING Inventory