

Additional Resources

Trauma-Informed Care 101

Resist: What Can Lead to Re-traumatization



System

(Policies, Procedures, “The way things are done”)

- Having to continually retell their story
- Being treated as a number
- Procedures that require disrobing
- Being seen as their label (i.e. addict, bipolar)
- No choice in service or treatment



Relationship

(Power, Control)

- Not being seen/heard
- Violating trust
- Failure to ensure emotional safety
- Non-collaborative
- Does things for rather than with
- Use of punitive treatment, coercive practices and oppressive language

Source: Substance Abuse and Mental Health Services Administration (SAMHSA)

The key is to **reduce risk and enhance protective factors**.

- Provide regular trauma-informed supervision that is **relationally based**.
- Supervisors should **raise questions on boundaries** on a regular basis. **Supervisors' openness is vital** in assisting staff manage intense feelings.
- Trainings that **raise awareness of secondary traumatic stress** (i.e. Boundaries, Self-Care)
- Encourage **staff to explore their own trauma histories**
- Encourage **physical activity and teach mindfulness strategies** (i.e. Self-Care training)
- Regular scheduled team debrief sessions, offering a **dedicated safe environment where staff can talk about their fears and worries**

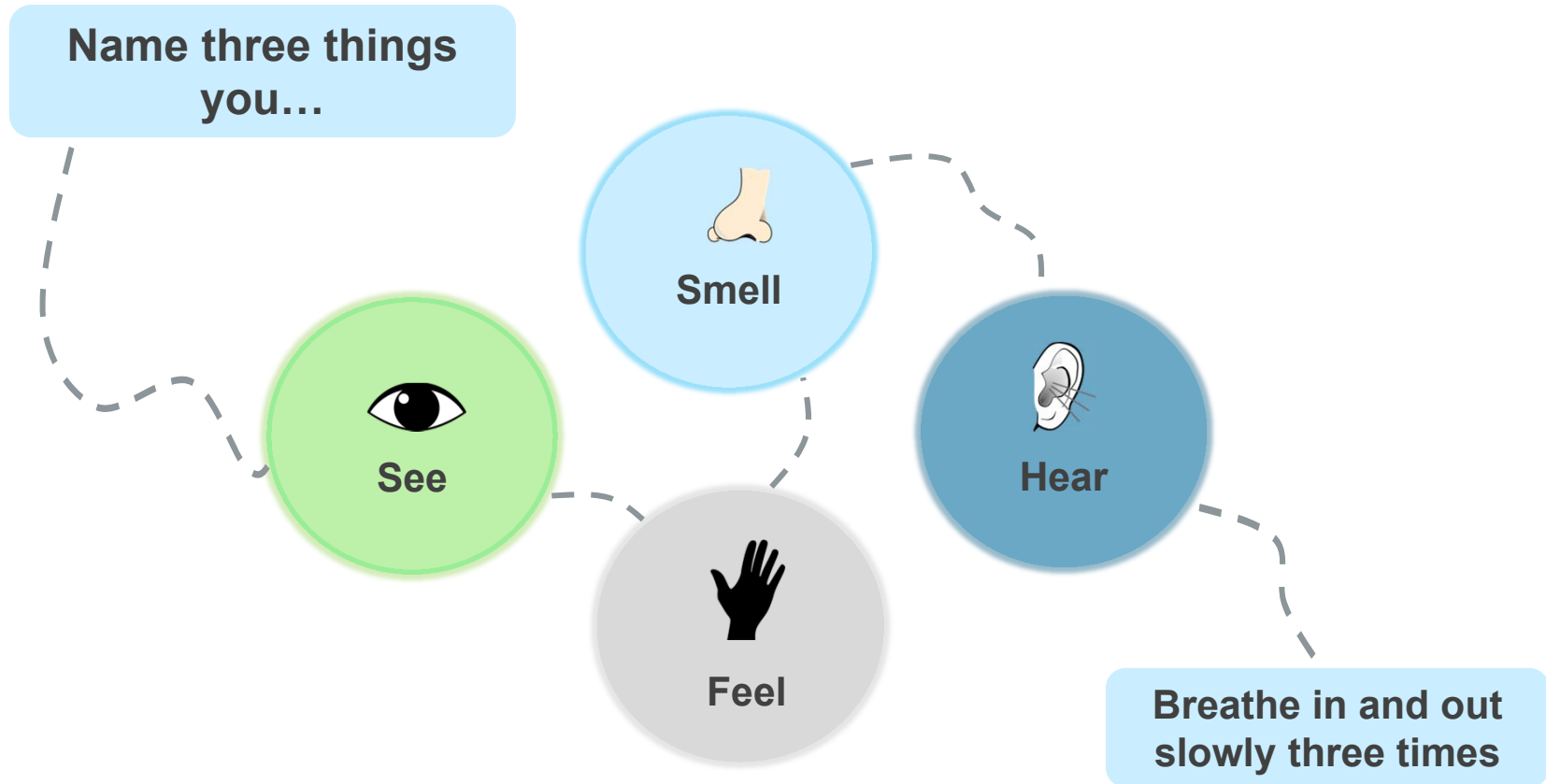
Source: SAMSHA

Creating an Environment that Promotes Authentic Healing Relationships

- **Safety:** How can we ensure physical and emotional safety for staff members throughout our system of care?
- **Trustworthiness:** How can we maximize trustworthiness as administrators and supervisors? Make tasks and procedures clear? Be consistent?
- **Choice:** How can we enhance staff members' choice and control in their day-to-day work?
- **Collaboration:** How can we maximize collaboration and sharing of power with staff members?
- **Empowerment:** How can we prioritize staff empowerment and skill-building at every opportunity? Provide resources?



Grounding Exercise



Caring For Yourself In The Face of Difficult Work: 10 Things to do Daily

1. Get enough sleep
2. Get enough to eat
3. Get some light exercise
4. Vary the work you do
5. Do something you enjoy
6. Focus on what you did well
7. Learn form your mistakes
8. Share a private joke
9. Pray, meditate or relax
10. Support a colleague

