Additional Resources
Trauma-Informed Care 101
# Resist: What Can Lead to Re-traumatization

<table>
<thead>
<tr>
<th><strong>System</strong> (Policies, Procedures, “The way things are done”)</th>
<th><strong>Relationship</strong> (Power, Control)</th>
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<tbody>
<tr>
<td>• Having to continually retell their story</td>
<td>• Not being seen/heard</td>
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<td>• Being treated as a number</td>
<td>• Violating trust</td>
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<td>• Procedures that require disrobing</td>
<td>• Failure to ensure emotional safety</td>
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<td>• Being seen as their label (i.e. addict, bipolar)</td>
<td>• Non-collaborative</td>
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<td>• No choice in service or treatment</td>
<td>• Does things for rather than with</td>
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<td>• Use of punitive treatment, coercive practices and oppressive language</td>
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Source: Substance Abuse and Mental Health Services Administration (SAMHSA)
Preventing Secondary Traumatization in Helping Professionals

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

Name three things you...

See

Smell

Feel

Hear

Breathe in and out slowly three times
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 from your mistakes
8. Share a private joke
9. Pray, meditate or relax
10. Support a colleague