

Creating a Trauma-Informed Workplace





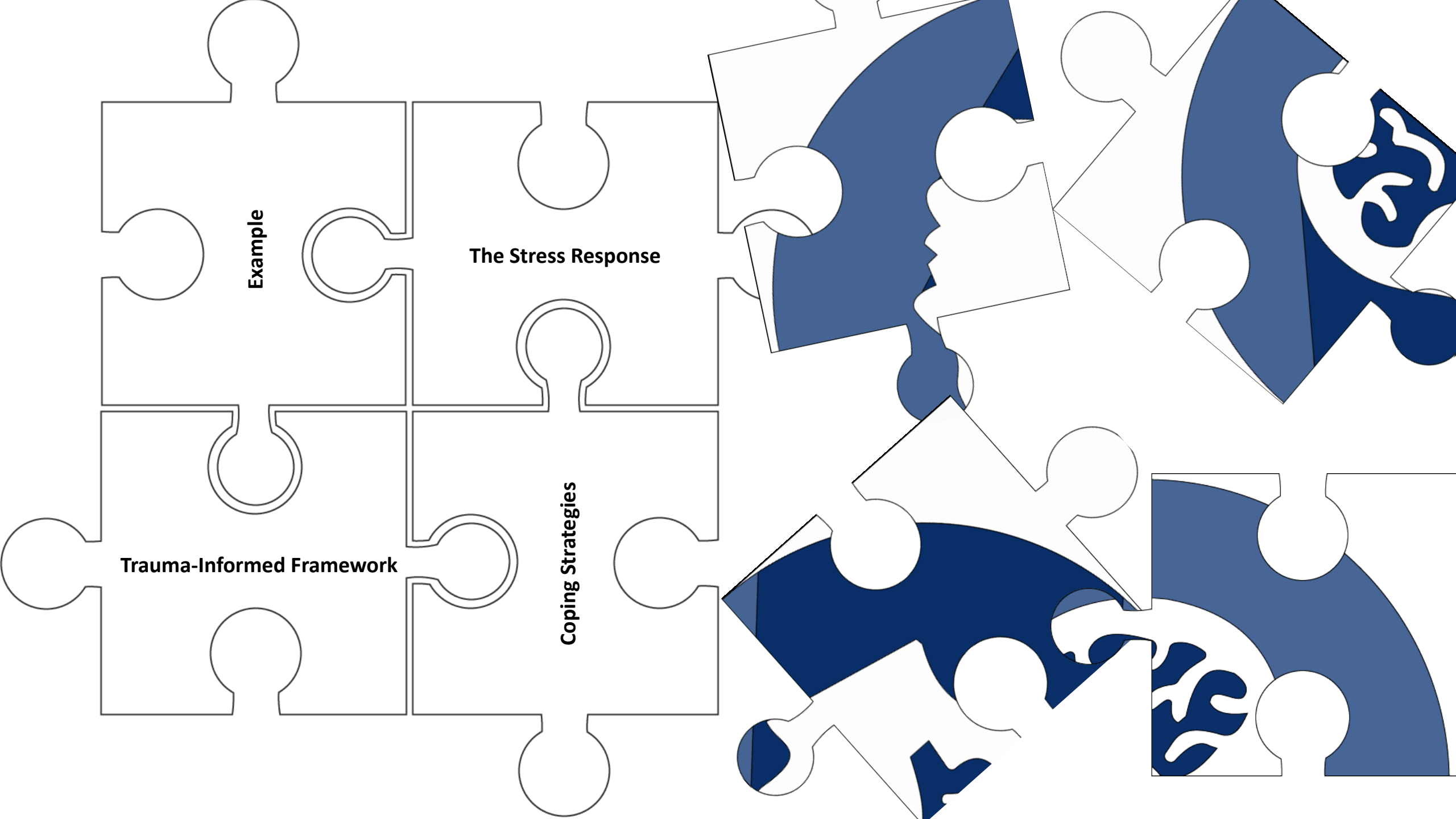
What does it mean to
be trauma-informed?

70-90%

*of adults in the U.S. have
experienced at least one
traumatic event in their lives*



The trauma-informed approach is primarily an endeavor to ensure that mental health is a focus when shaping organization policy and that there is an emphasis on avoiding the possibility of retraumatizing staff.



Example

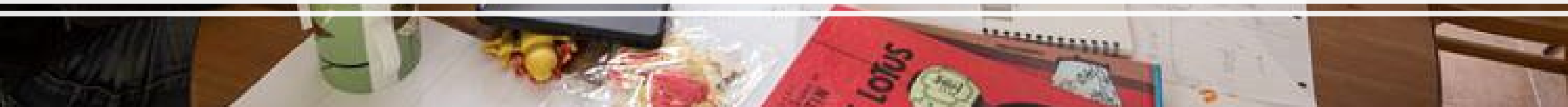
The Stress Response

Coping Strategies

Trauma-Informed Framework



In the midst of trauma, life continues apace...

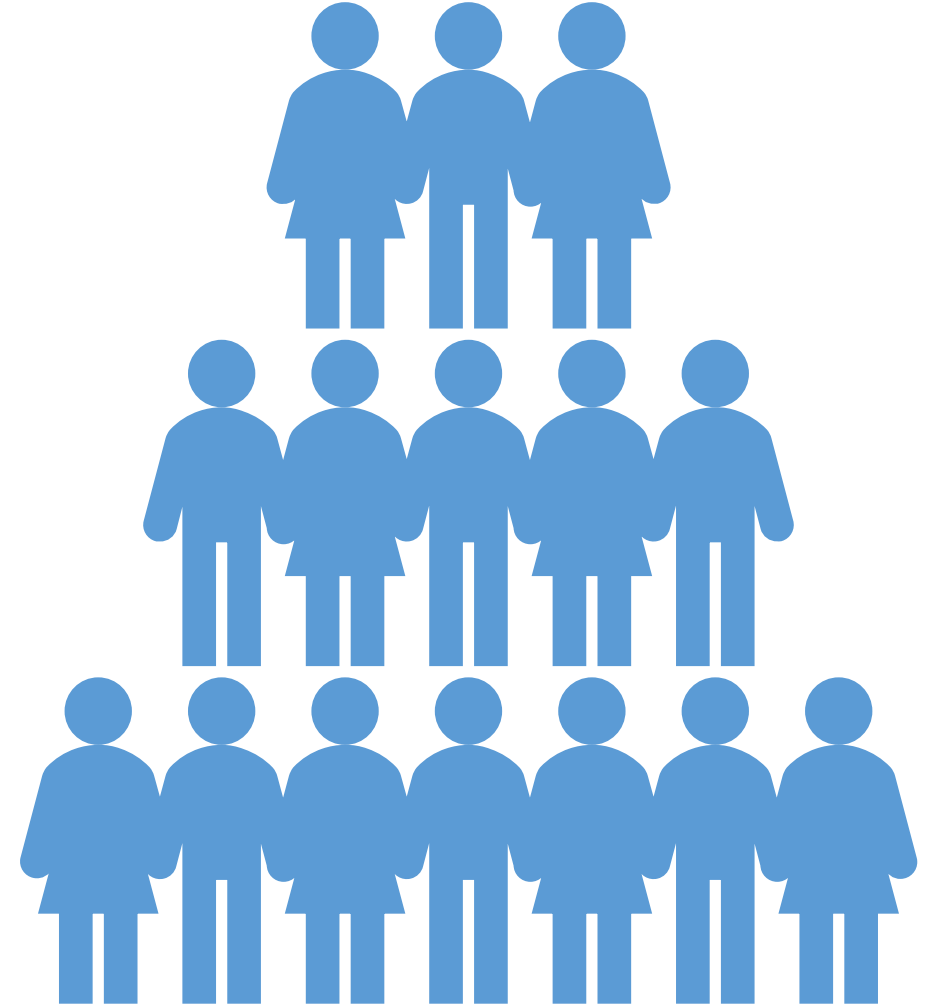


Work-Life

The goal is to perform tasks, both individually and collectively, in a way that moves the organization forward.

Typically, this translates into:

- Managing deadlines and work challenges
- Working collaboratively with co-workers, relying on each other's expertise and capabilities to complete tasks and reach milestones
- Having an ability to concentrate, access knowledge, process new knowledge, and problem-solve
- Adhere to work protocols, practices, and policies



Work-Life – during times of trauma

The goal is to perform tasks, both individually and collectively, in a way that moves the organization forward.

Typically, this translates into:

- Managing deadlines and work challenges

Difficult to cope with normal stressors

- Working collaboratively with co-workers, relying on each other's expertise and capabilities to complete tasks and reach milestones

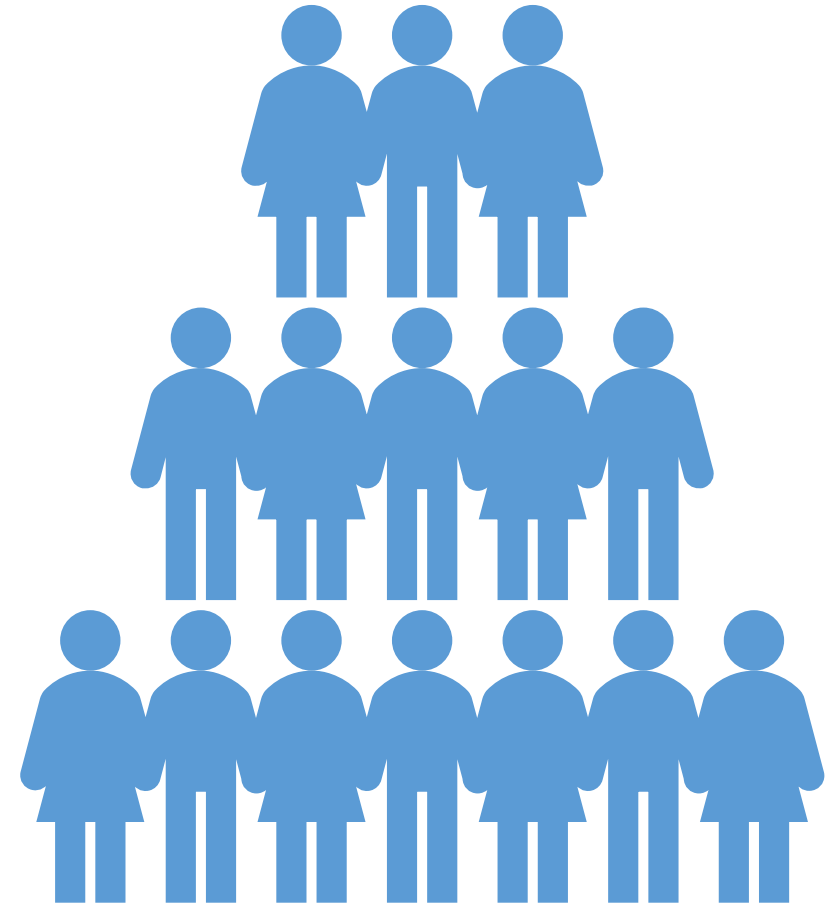
Hard to trust and build relationships

- Having an ability to concentrate, access knowledge, process new knowledge, and problem-solve

Difficult to manage cognitive processes such as attention, thinking and problem-solving

- Adhere to work protocols, practices, and policies

Difficult to regulate behavior and control emotions



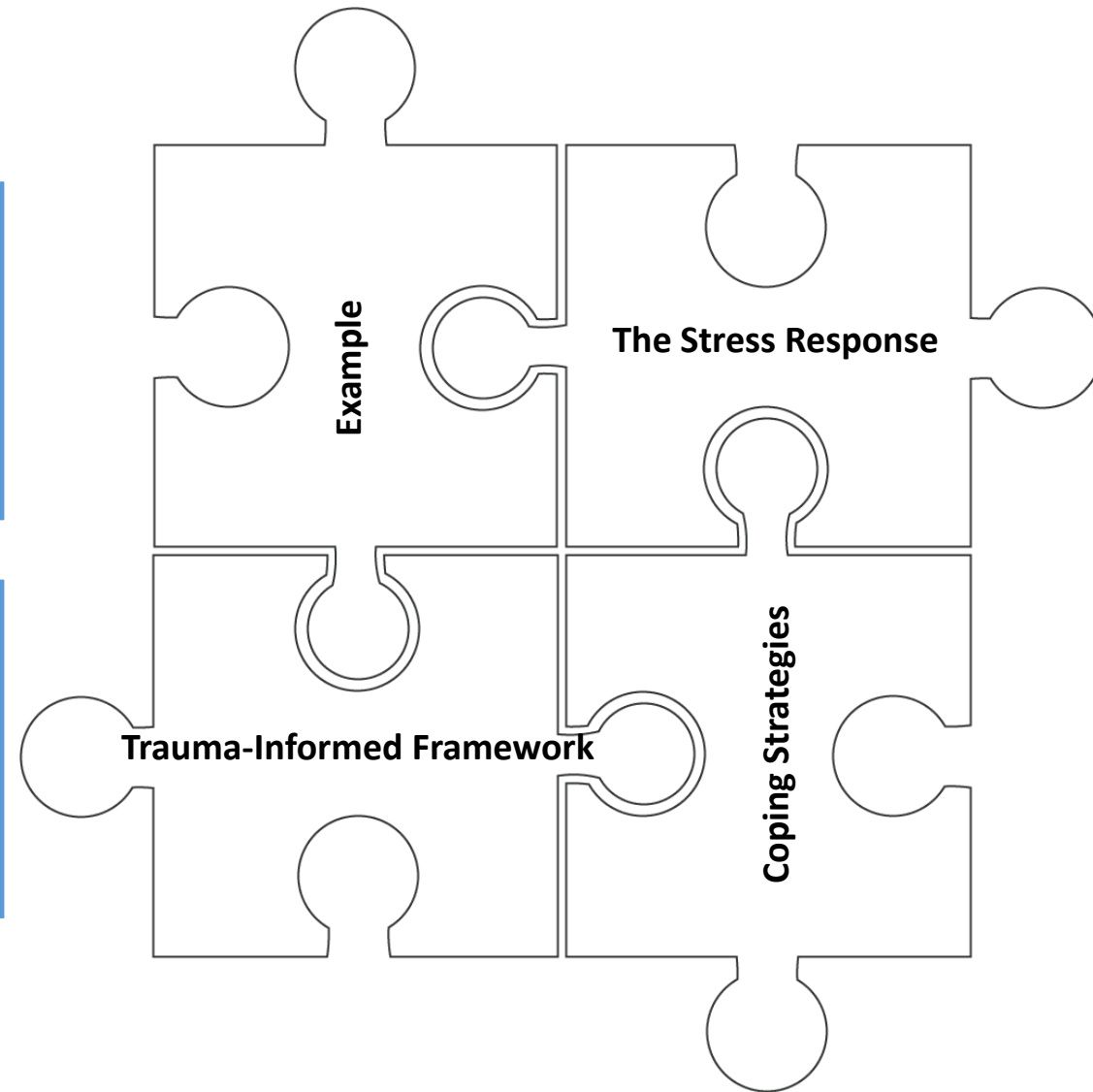
...In Piecing Together This Puzzle

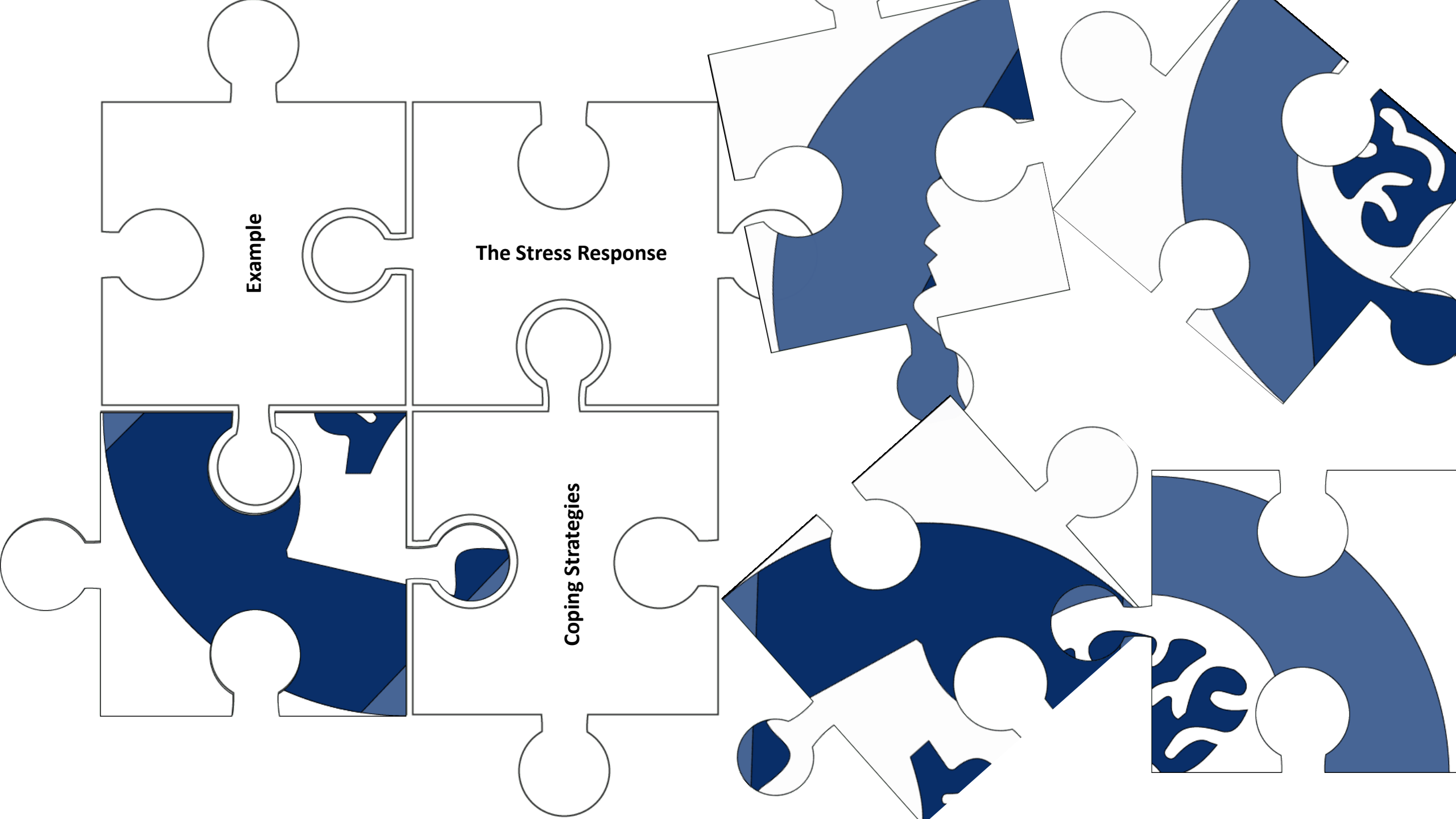
1. Reflect on how this applies to you personally

2. Review some key techniques

3. Apply techniques to an example

4. Creation of a plan for integrating stress management techniques

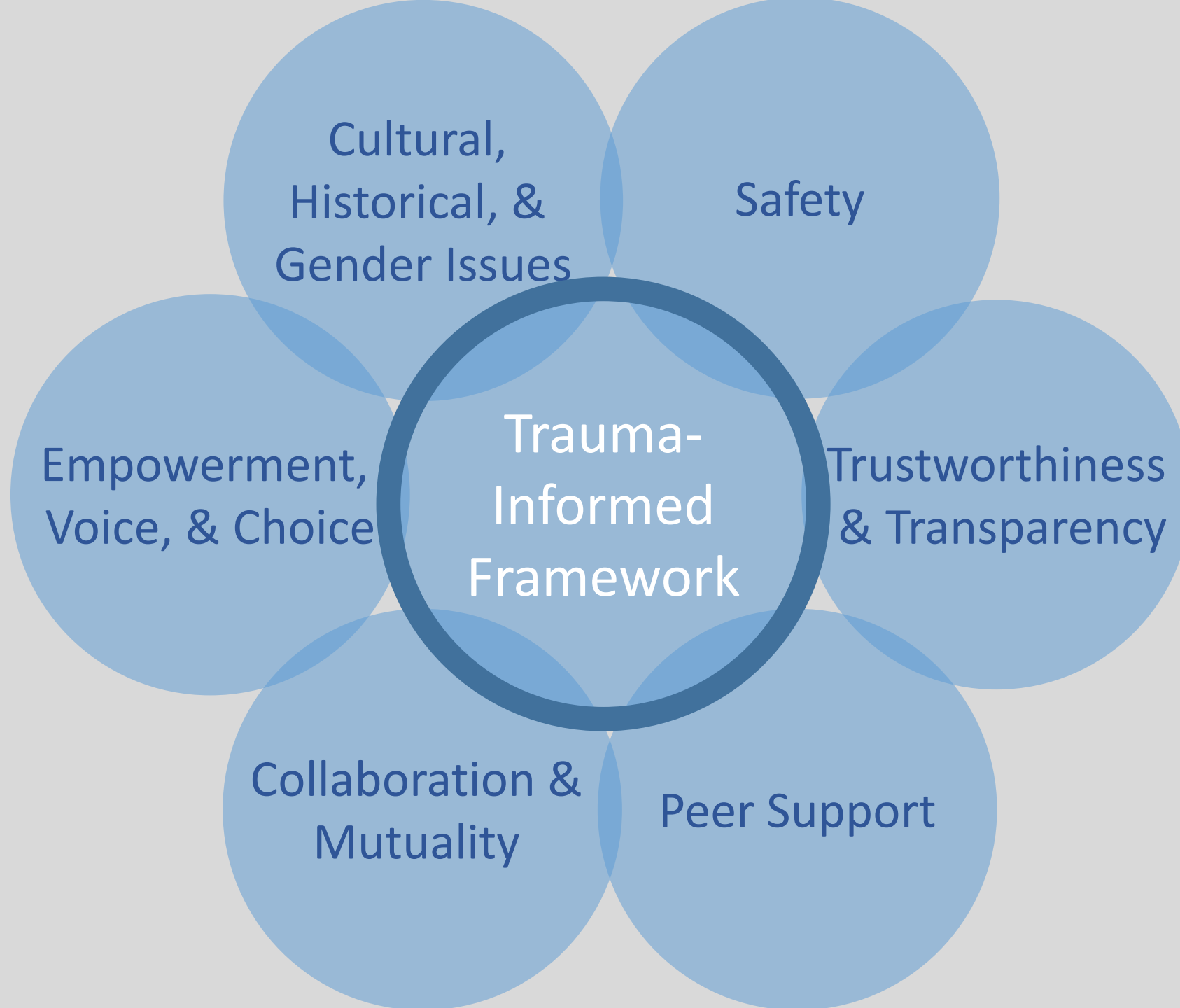




Example

The Stress Response

Coping Strategies





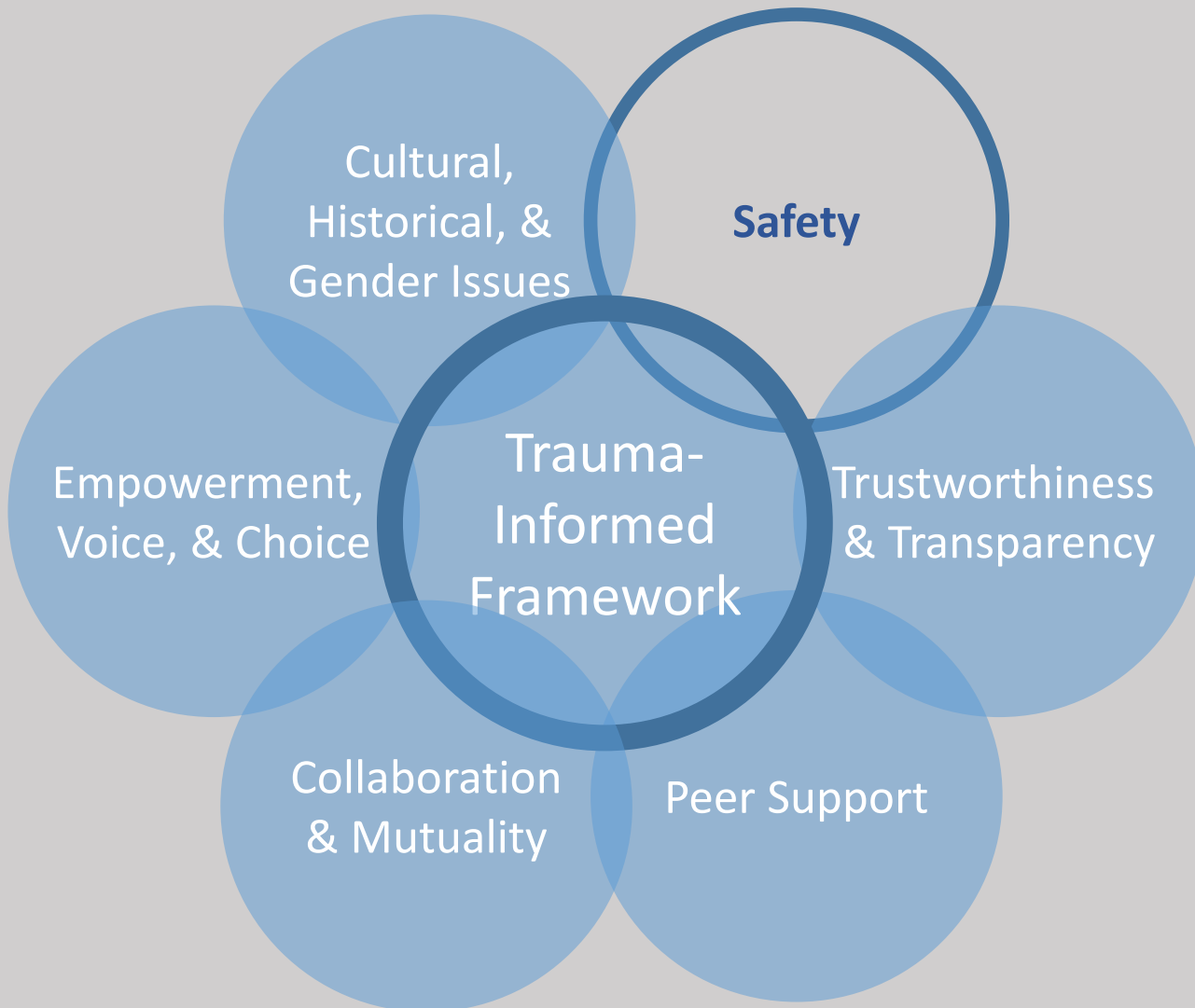
How to Leverage the Framework



- Organizational policies can be responsive to trauma or exacerbate it
- Thus, organizations can help to resolve trauma or enhance it
- The trauma-informed framework informs the policy-making process to make mental health a central focus
- The trauma-informed framework provides a structure and vocabulary that can effect change

Challenge

- As we go through the six the trauma-informed framework principles, learn what they are but also think about how they apply to you
- Actively think about how to leverage the framework
- Think of this presentation as the basis for further conversation:
 - What principle is most striking?
 - Are there principles done well in your workspace or by you?
 - Are there principles that could use some work?

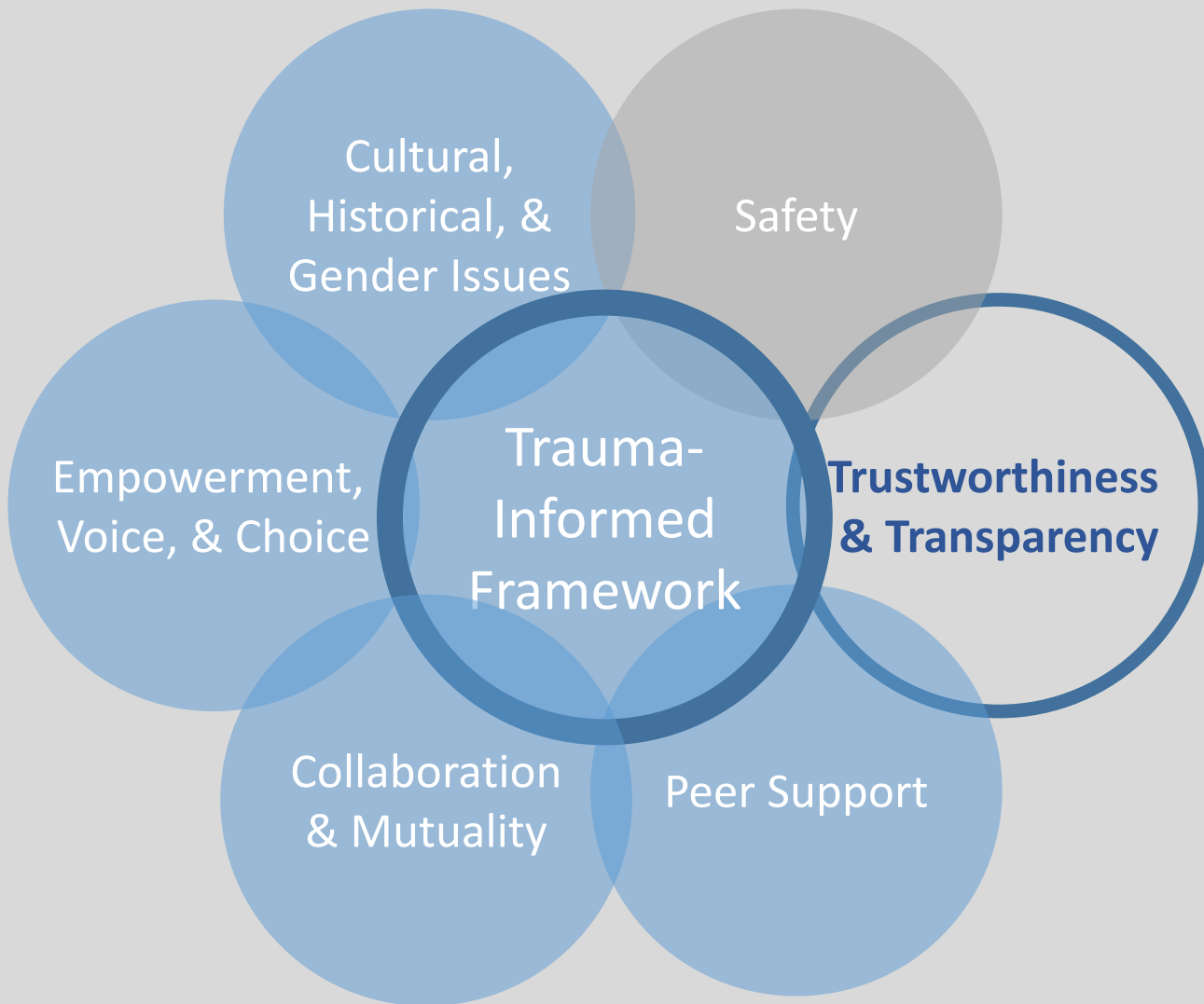


All about preserving well-being
in interactive spaces

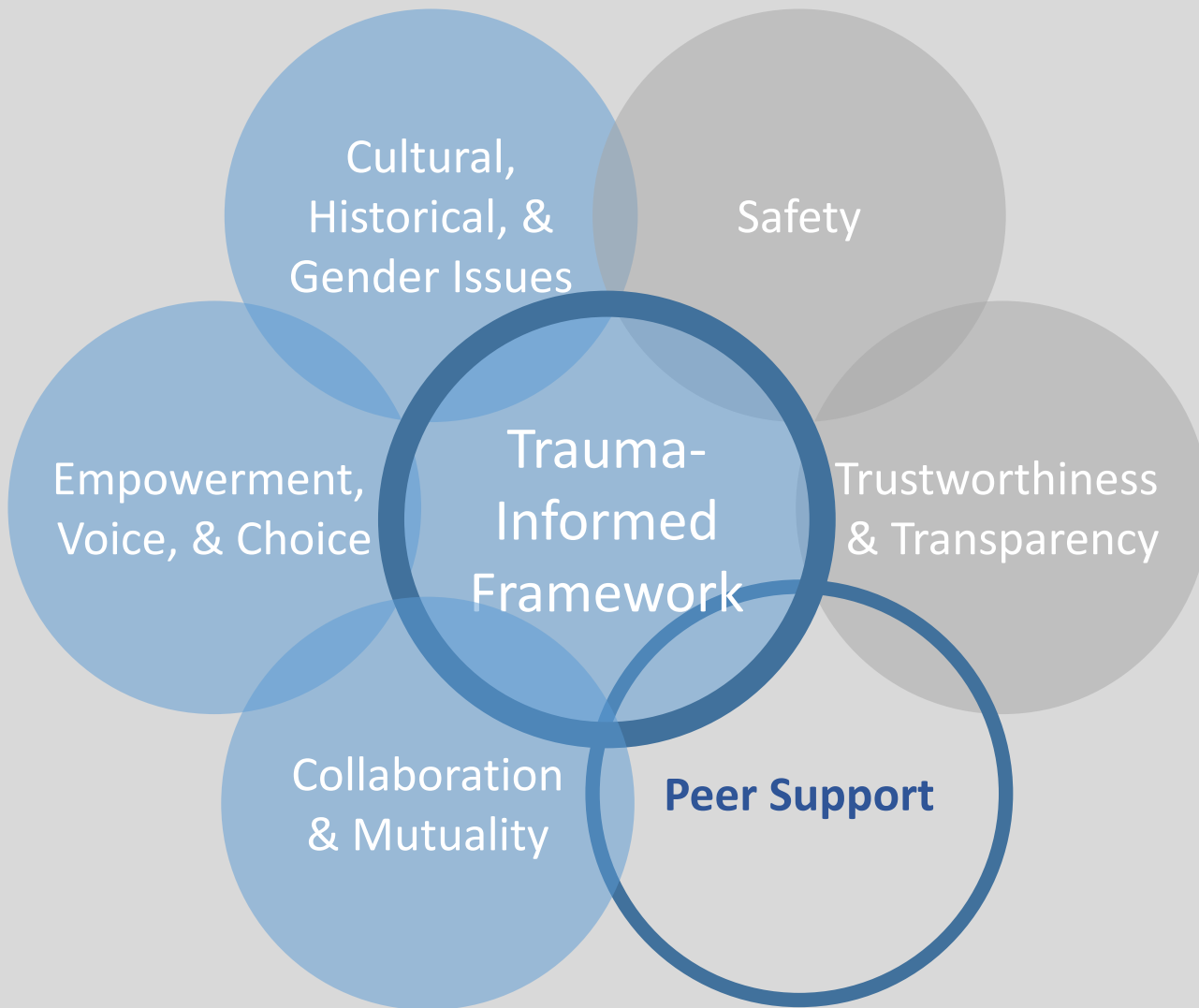
- Physical
- Interpersonal/Psychological

If achieved

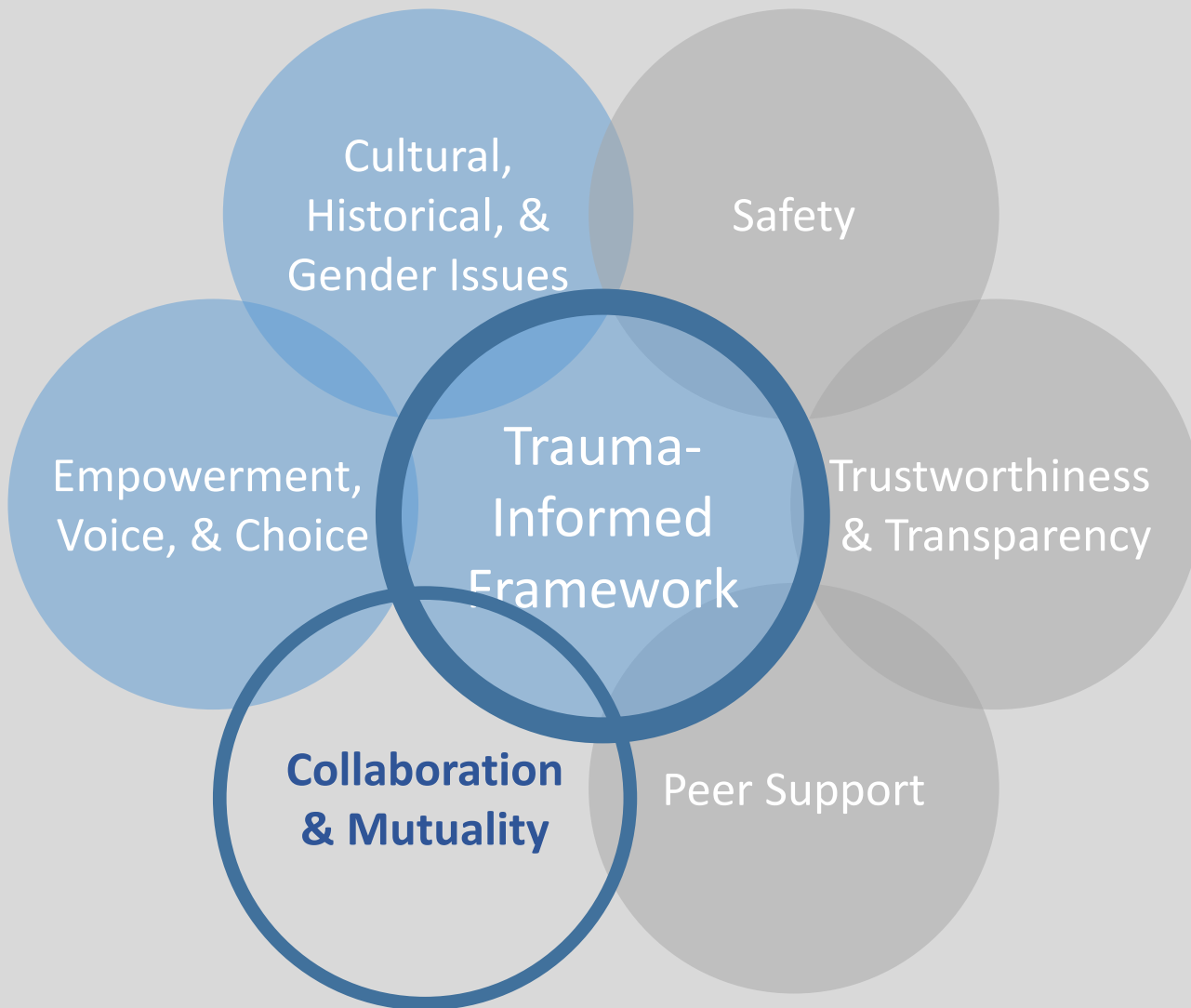
- Enables open dialog and genuine engagement
- Best achieved by letting people define their safety



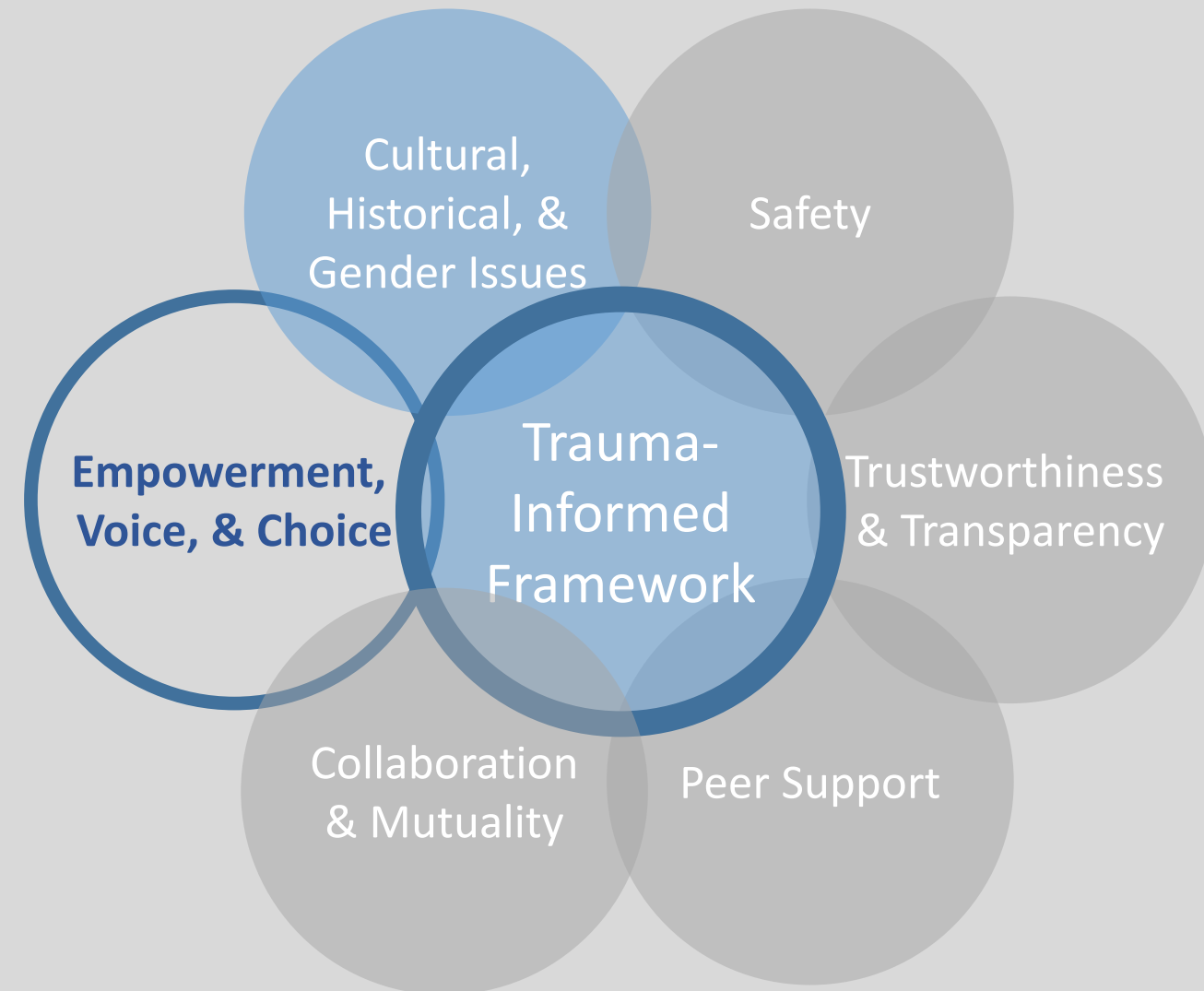
- Fairness in operations and decisions, communicated with transparency and empathy to build/maintain trust
- Powers partnership
- The human brain are largely wired for connections



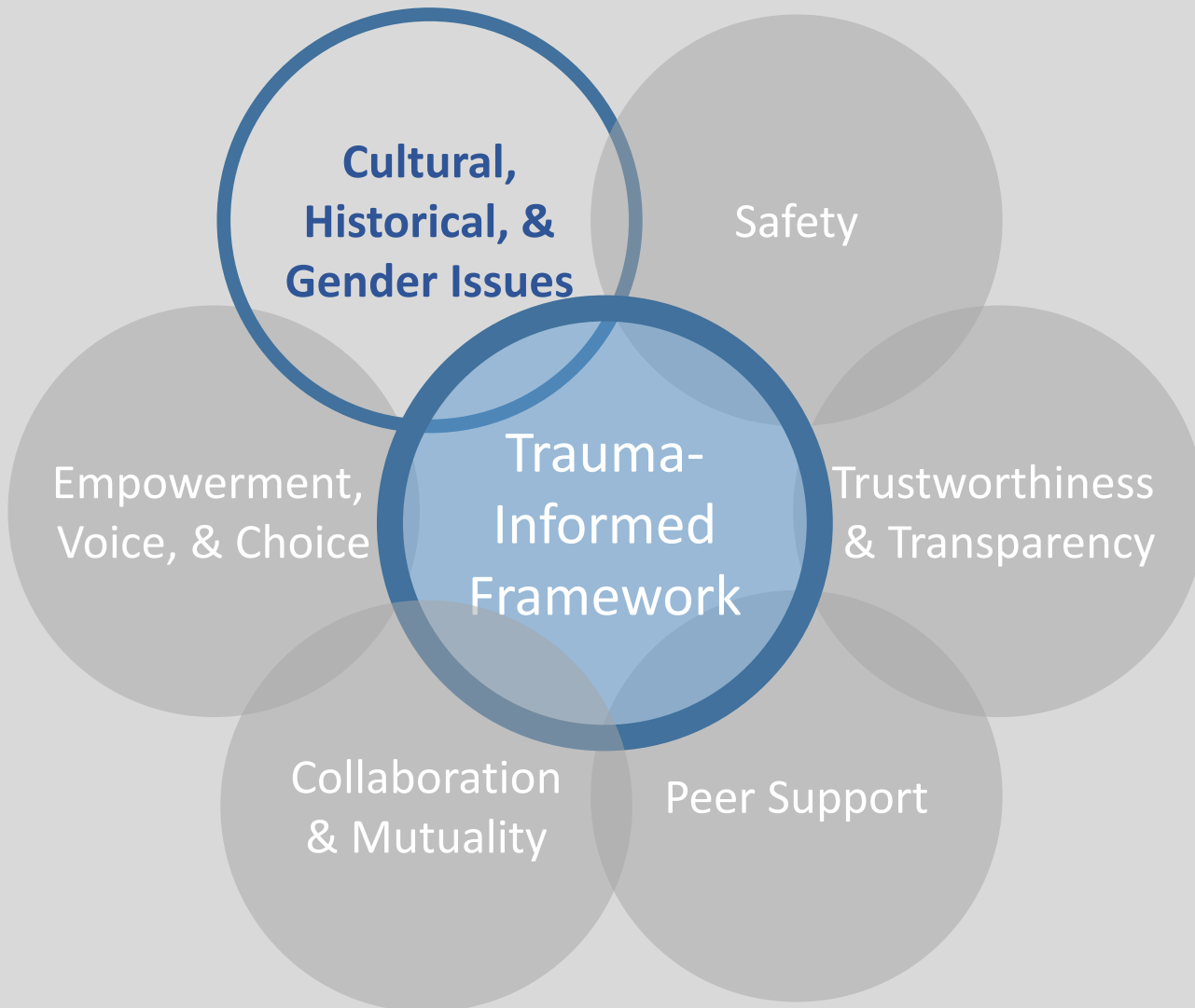
- Creates a safe space to share concerns and aid one another
- Enhances collaboration, promotes recovery healing
- Focuses on the healing effects of engaging people who have experienced the same trauma.



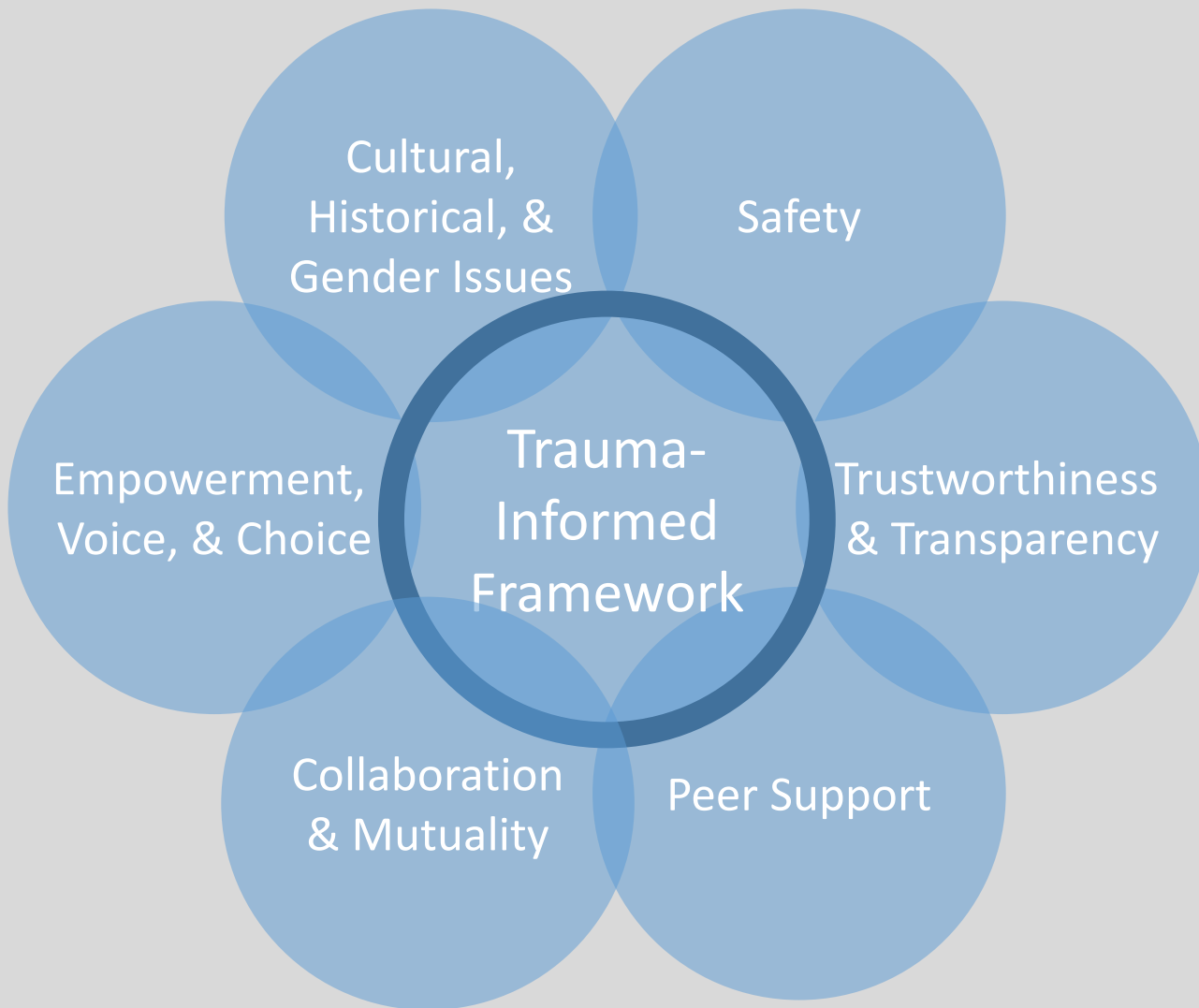
- Broad coalition defining problems, developing solutions, and making decisions
- Meaningful sharing of power and decision-making
- Diversity of thought, mindsets, and expectations

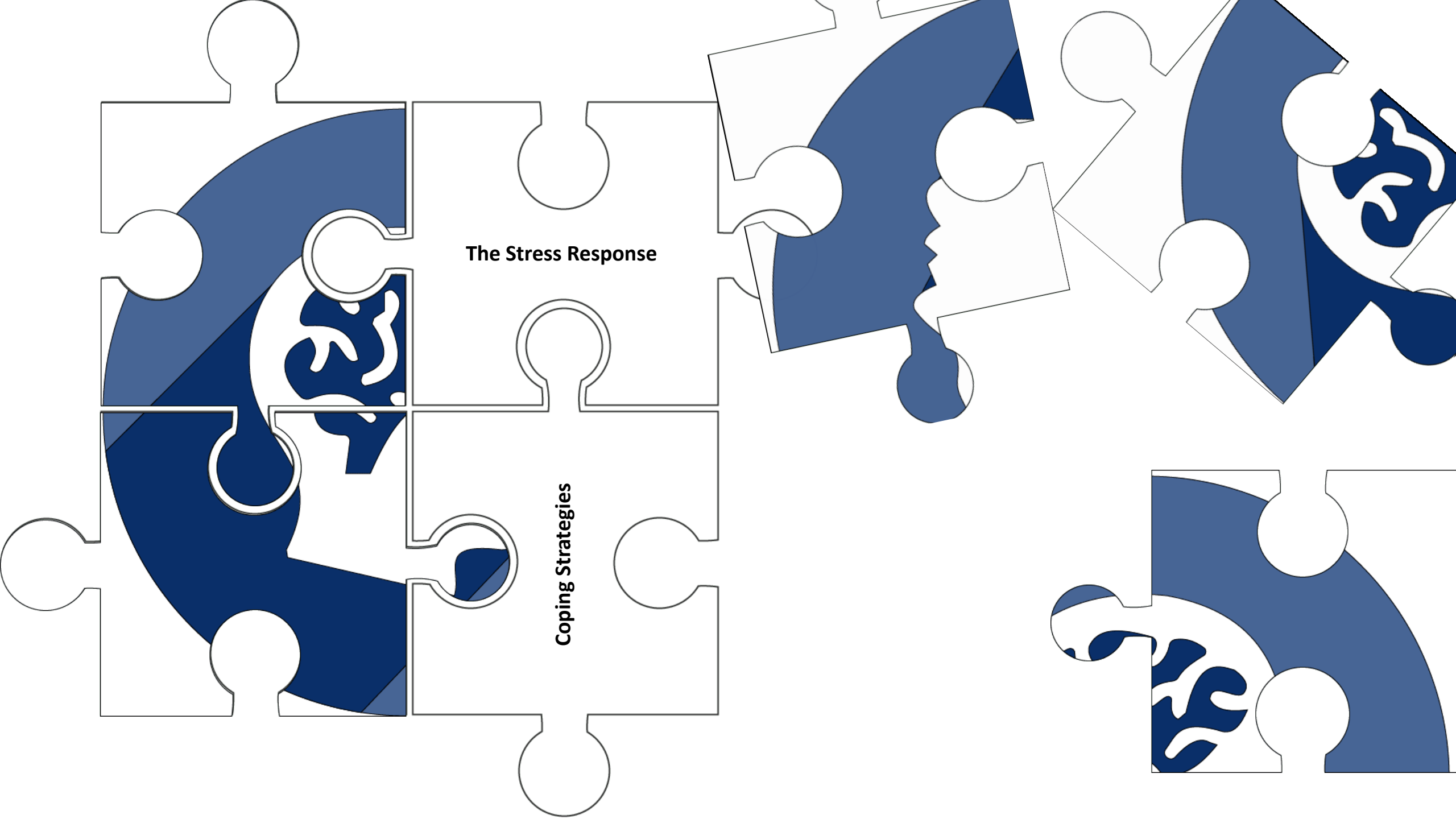


- Build on value and strengths and facilitate choice
- Shared decision-making, choice, and goal-setting with folks self-advocating



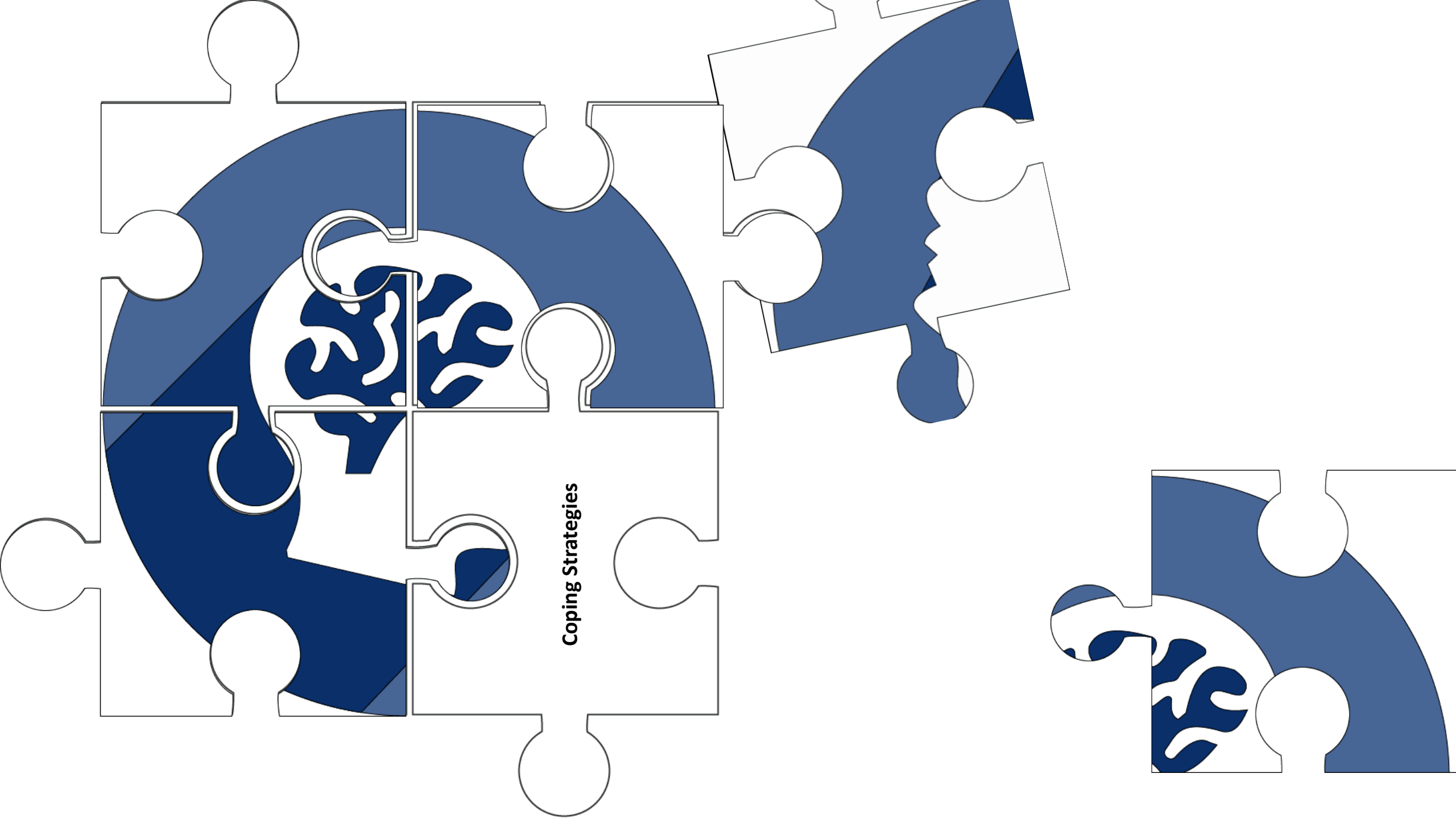
- Policies, protocols, and procedures are responsive to the social, ethnic, and cultural needs of all
- Focus on staff from marginalized communities





The Stress Response

Coping Strategies

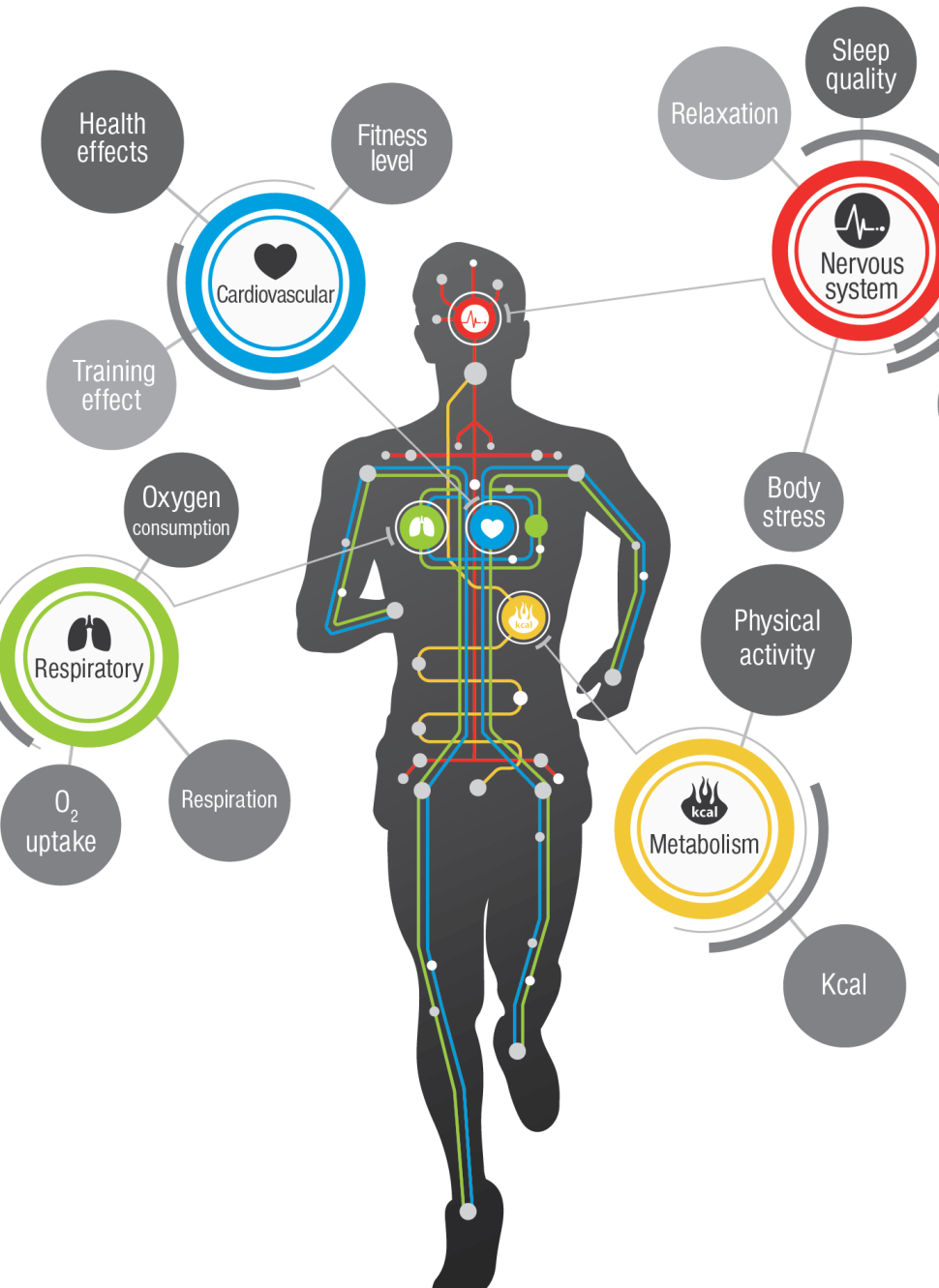




Stress

- As we face uncertain futures and unsettling present-times, we are under an enormous amount of stress.
- Secondary stress is the body's response to someone else's stressful circumstances.
- The brain is not always good at differentiating direct stress from the stress felt by others.

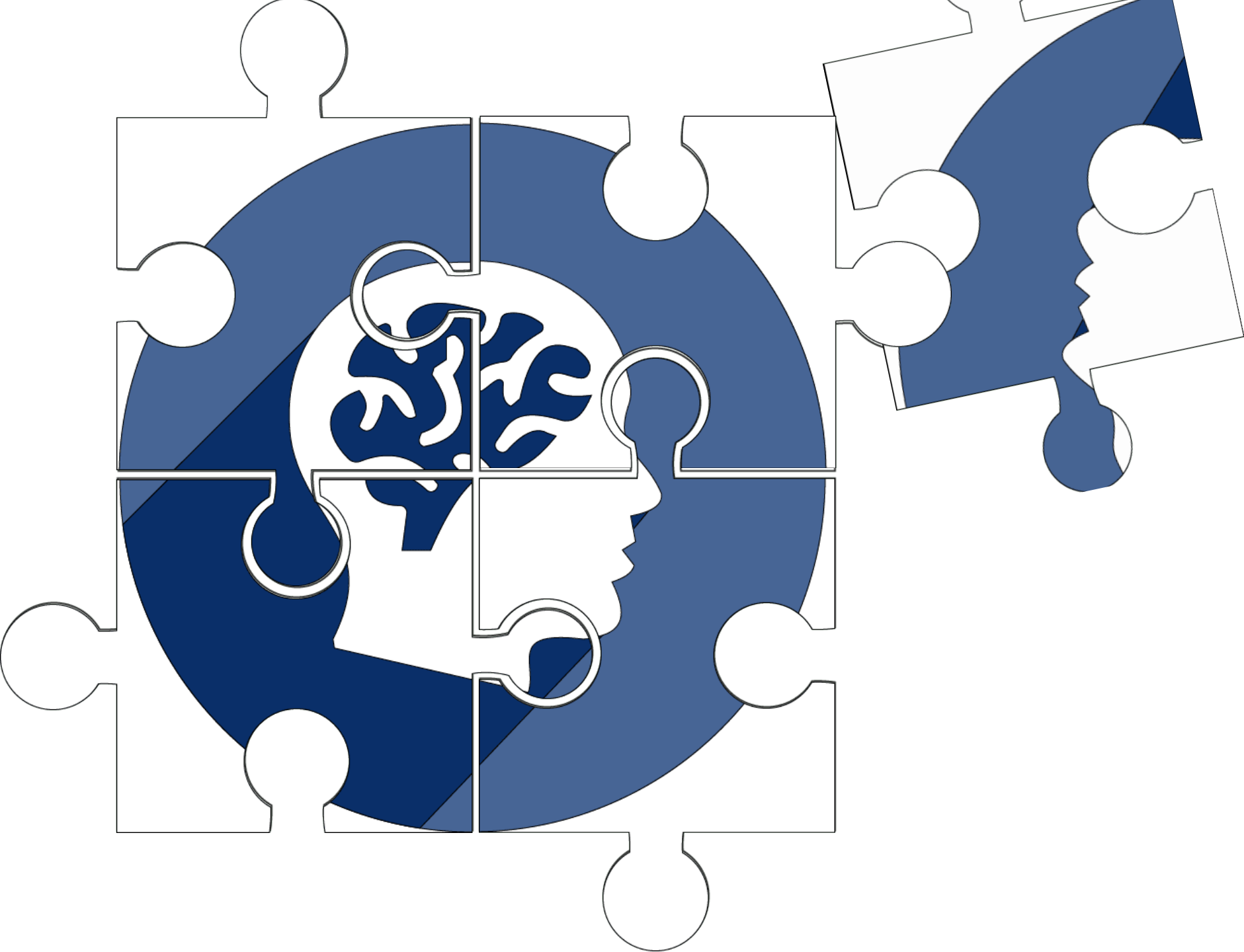
Physiological Response to Stress



- Called the *Sympathetic Response*
 - The stress response is a survival mechanism that actually served our ancestors well
 - Once the brain detects a threat to safety, the sympathetic response prepares the body to respond with physical action by providing a burst of energy and supporting alertness (increased breathing/circulation)
 - The brain dispatches hormones (signal molecules) that enable prepared and nourished muscles and an alert brain
 - Deliver (carry) oxygen and nutrients (glucose and fats) to muscles (oxygen-rich blood to muscles; push blood through the body)
 - Oxygen to the brain for alertness
 - The body responds by boosting the circulatory system to ensure that emergency nutrients and oxygen-rich blood nourish the muscles
- We experience this as
 - Increased heart rate/pulse
 - Increased breathing
 - Tense muscles

Physiological Response/Sympathetic Response

- Body is prepared for action but, for many of our stressors, action – in the traditional sense – is not needed to resolve the issue
- Hormones = chemical messengers = adrenaline + cortisol
 - These hormones continue to circulate until burned off
- Stress is not the problem; is the body's inability to return to homeostasis
- Here's one way to frame our solution in this context: To recover from the sympathetic stress response, we need to invoke something called the parasympathetic response





Parasympathetic Response

- Helps body recover from the stress response
- Aerobic exercise
- Diet - Plant-based diet (good nutrition)
- Grounding breathing
- Relaxing activities

Activities to Counter Stress

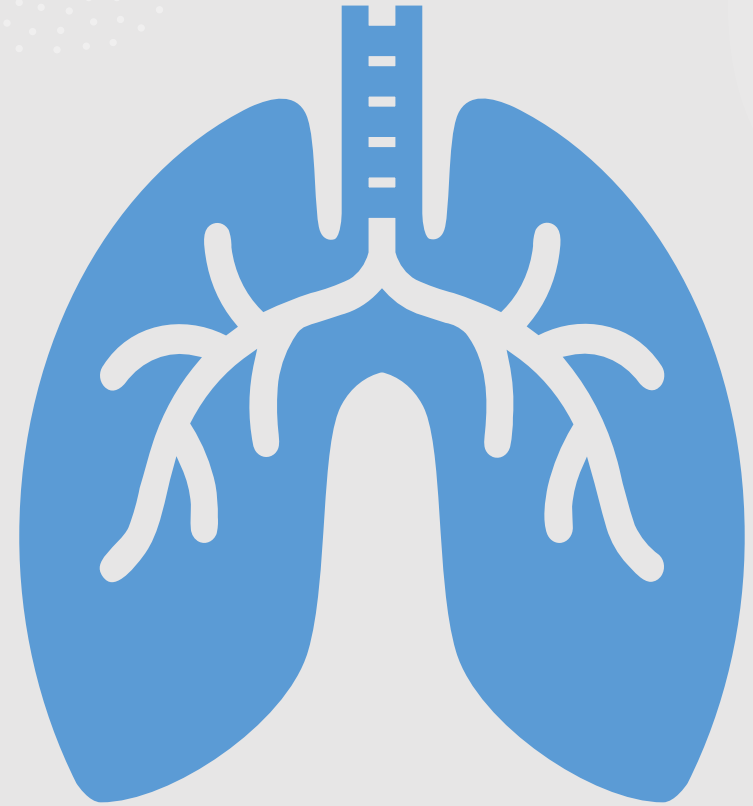
Social support

Make to-do lists
and check off as
you go (sense of
completion)

Radical
acceptance

Mind-body
practices

A Breathing Exercise



A Breathing Exercise

First you would create a peaceful space.

Then you would sit comfortably with your back straight...for some it can help to close your eyes

Then you're going to put your tongue against the back of your top teeth and keep it there

Then with your mouth closed inhale through your nose for a count of four. (ONE...TWO...THREE...FOUR)

Hold your breath for a count of seven. (ONE ---- SEVEN)

Exhale completely through your mouth around your tongue making a whoosh sound for a count of eight.

That will complete one cycle. And you will repeat if for three cycles.

Muscle Relaxation Exercise



Muscle Relaxation Exercise

For the purpose of our conversation today we are only going to focus on the upper body...but of course this would apply throughout the body

Again you would create a peaceful space...

Then you would start with you head... you would squeeze the muscles in your forehead, and hold for a count of 15. Then, slowly release the tension in your forehead while counting for 30. Remember to keep breathing slowly and evenly.

Then we will move to the neck and shoulders. You would increase tension in your neck and shoulders by raising your shoulders up toward your ears and holding for a count of 15. Then you would slowly release the tension as you count for 30.

Lastly we will move to our hands and arms. You would slowly draw both hands into fists. To pull your fists into your chest and hold for a 15 count, squeezing as tightly as you can. Then you will slowly release while you count for 30.

What To Do Next



Be active and deliberate about integrating at least two approaches into your schedule



You don't have to do them all at once and you're not required to do whichever you choose first for the rest of your life



Don't have to make the perfect choice, just choose



Try as many as you like; the key is to find something you like and stick with it



Actively explore and be mindful of the impact on your body



Strategically make the activities you like a part of your routine

Scheduling Healing Time

'Quick' Activities



Aerobic Exercise (~30 minutes)



Breathing/Mindfulness Exercise



Muscle Relaxation



Grounding Techniques

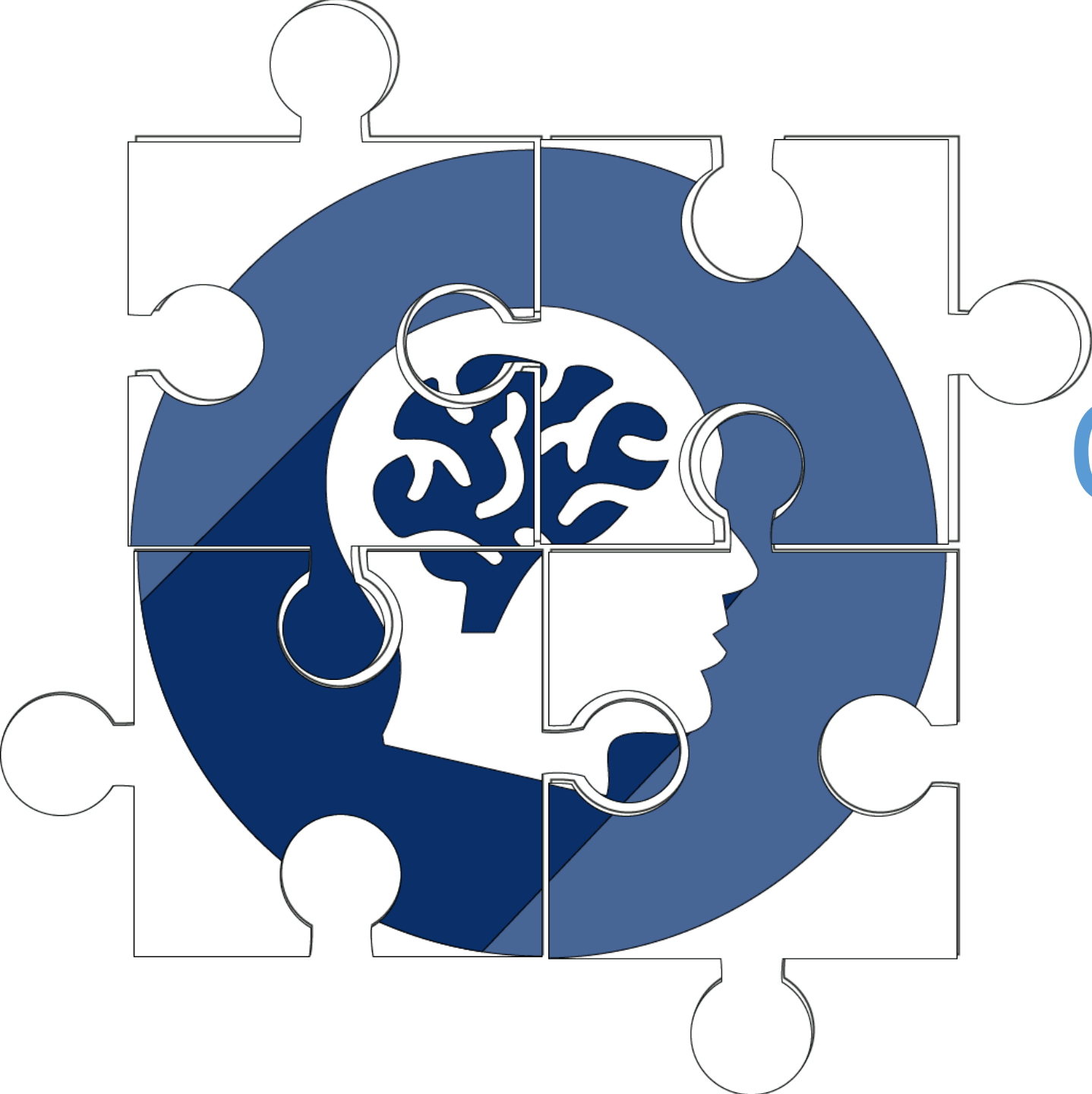


Mind-body practices

Long-Term Activities

- Diet changes (e.g., leafy greens)
- Radical acceptance
- To-do List Check-off Method
- Social Support

		MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
MORNING	5:00 AM	Sleep	Sleep	Sleep	Sleep	Sleep		
	6:00 AM							
	7:00 AM	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku
	8:00 AM	Eat Breakfast	Eat Breakfast	Eat Breakfast	Eat Breakfast	Eat Breakfast		
	9:00 AM	Consulting + Administrivia	Consulting + Administrivia	Consulting + Administrivia	Consulting + Administrivia	Consulting + Administrivia		
	10:00 AM							
	11:00 AM							
AFTERNOON	12:00 PM				Muscle Relaxation			
	1:00 PM	Therapy	Therapy	Therapy	Therapy	Therapy		
	2:00 PM							
	3:00 PM							
	4:00 PM							
EVENING	5:00 PM							
	6:00 PM							
	7:00 PM	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku	Walk + Feed Baku
	8:00 PM	Eat Dinner	Eat Dinner	Eat Dinner	Eat Dinner	Eat Dinner		
	9:00 PM		Breathing Exercise					
	10:00 PM	Sleep	Sleep	Sleep	Sleep	Sleep		
	11:00 PM							
MORNING	12:00 AM							
	1:00 AM							
	2:00 AM							
	3:00 AM							
	4:00 AM							



QUESTIONS
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