Sources of resilience during tough times
Creating a Trauma-Informed Workplace

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A trauma-informed approach is a way of being and interacting that considers life experience and stress as contributors to thoughts, feelings, behaviors, and overall wellness.

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What is a “Trauma-Informed” Approach?

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Source: SAMHSA, (2014)
Principles of a Trauma-Informed Approach

1. Safety
2. Trustworthiness & transparency
3. Peer support
4. Collaboration & mutuality
5. Empowerment, voice, & choice
6. Cultural, historical, & gender issues

Source: SAMHSA, (2014)
Course Objectives

External Understanding

Internal Reflection

Translating Concepts into Action

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Creating a Trauma-Informed Workplace

1. Workshop 1 – February 3, 2021 - Building & Communicating Your Vision
2. Workshop 2 - February 17, 2021 - Developing Your Culture
3. Workshop 3 – March 3, 2021 - Assessing Your Setting
4. Workshop 4 - March 17, 2021 - Creating an Action Plan

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Course Nuts & Bolts

Workshop

Mindfulness

Take-home activity

Additional resources

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Agreements
Workshop 1:
Building & Communicating Your Vision
Workshop #1 Objectives

Define your team

Explore your “why”

Develop & communicate your team’s vision for this work

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The Pair of ACEs

Adverse Childhood Experiences

Maternal Depression

Emotional & Sexual Abuse

Physical & Emotional Neglect

Substance Abuse

Divorce

Domestic Violence

Mental Illness

Homelessness

Incarceration

Adverse Community Environments

Poverty

Discrimination

Community Disruption

Lack of Opportunity, Economic Mobility & Social Capital

Poor Housing Quality & Affordability

Violence

Stress

Positive

Tolerable

Toxic

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Harvard Center on the developing
What happens when you “flip your lid”?

“Cool” Brain
(Para-sympathetic nervous System)

Thinking cap

Amygdala
(emotion)

Brain Stem

“Hot” Brain
(Sympathetic nervous system)

Adapted from: Dan Siegel’s Mindsight

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Resilience is a Muscle

Awareness

Connection

Regulation

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Activity

Think of an example when your “hot system” was in charge:

• Did you have a fight, flight, fawn, or freeze response?
• What behaviors and emotions did you notice?
• What did you notice in your body?

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Workshop #1 Objectives

- Identify your team
- Explore your “why”
- Develop & communicate your team’s vision for this work

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Discussion: Share roles in clinic that could make up a team

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Define your team

Who’s on your team?

How does your team come together?

What about organizational dynamics?

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“The people who face the problems every day are the ones who hold the key to their answer.”
How does your team come together?
Organizational Dynamics

“The best leaders are not interested in power over, they are interested in power with, power to, and power within”

~Brené Brown, Unlocking Us

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Workshop #1 Objectives

Identify your team

Explore your “why”

Develop & communicate your team’s vision for this work

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Activity - Why trauma-informed?

Things to consider:

• What are some challenges that your clinic is facing?
• How can this approach help improve your workplace?
• Share a personal experience about how this has impacted you (personally/professionally).
Workshop #1 Objectives

- Identify your team
- Explore your “why”
- Develop & communicate your team’s vision for this work

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What is a vision?

Vision
/vi-zhun/

1. The ability to see.
2. The image or insight of how something could or should be in the future.
“Origins envisions a world where root causes are the starting point for understanding health and behavior.”
Polleverywhere - Bulletin Board

- Imagine your clinic is fully trauma-informed. What does that look like?

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Discussion Activity- Who are your key stakeholders?

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Activity - Communicating Your Vision

Identify key stakeholder.
- What’s the need?
- What’s the solution?
- What can they do about it?

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Workshop #1 Objectives

- Identify your team
- Explore your “why”
- Develop & communicate your team’s vision for this work

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Take-home activity

▪ Identify your team
  ▪ Agreements

▪ Develop your vision
  ▪ Explore your why
  ▪ Reflect & refine your team’s vision for this work

▪ Practice communicating your vision for a trauma-informed approach to key stakeholder(s)

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Key Takeaways- What's your golden nugget for today?

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“Leadership is not about titles or the corner office. It’s about the willingness to step up, put yourself out there, and lean into courage. The world is desperate for braver leaders. It’s time for all of us to step up.”

~ Brene Brown, Dare to Lead

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