YOGA AT YOUR DESK
Creating a
Trauma-Informed Workplace
Agreements

- Active Listening (If you're on video, be attentive. If you need to get off video, do so)
- Honoring one another's experiences (mutual respect)
- Be Curious (...and non-judgmental. It's not about being right. it's about understanding one another.)
- Confidentiality
  - Assume everyone is doing their best (we all have some days that are more challenging than others)
- Keep it real (be authentic)
  - It’s ok to make mistakes and try new things- be vulnerable
Debrief take-home

- Identify values with team
  - Explore how those values show up (or don’t show up) in my setting.
  - What do your solutions reveal about your values?

- Practice communicating your vision for a trauma-informed approach to key stakeholder(s)
Creating a Trauma-Informed Workplace

Workshop 1 – February 3, 2021- Building & Communicating Your Vision

Workshop 2 – February 17, 2021- Developing Your Culture

Workshop 3 – March 3, 2021- Assessing Your Setting

Workshop 4- March 17, 2021- Creating an Action Plan
Workshop #3 Objectives

- Explore the strengths in your setting
- Define what a trauma-informed assessment is
- Identify the needs of your organization and how a trauma-informed approach can help meet them
Discussion

Identify specific things your setting is already doing that reflects these principles.

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

- Explore the strengths in your setting
- Define what a trauma-informed assessment is
- Identify the needs of your organization and how a trauma-informed approach can help meet them
Fallot & Harris: A Trauma-Informed Assessment
<table>
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<th>Supporting Staff Development</th>
<th>Creating a Safe Supportive Environment</th>
<th>Assessing &amp; Planning Services</th>
<th>Involving Consumers</th>
<th>Adapting Policies</th>
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<tr>
<td>• Staff at all levels of the program receive training and education on traumatic stress and its impact.</td>
<td>• Staff members ask consumers for their definitions of physical safety.</td>
<td>• The intake assessment includes questions about social supports in the family and the community.</td>
<td>• Current consumers are given opportunities to evaluate the program and offer their suggestions for improvement in anonymous and/or confidential ways (e.g. suggestion boxes, regular satisfaction surveys, meetings focused on necessary improvements, etc)</td>
<td>• The program has written policies outlining professional conduct for staff (e.g. boundaries, responses to consumers, etc)</td>
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<td>• Topics related to trauma are addressed in team meetings.</td>
<td>• Materials are posted about traumatic stress (e.g. what it is, how it impacts people, and available trauma-specifics resources).</td>
<td>• The program informs consumers about why questions are being asked.</td>
<td>• The program recruits former consumers to serve in an advisory capacity.</td>
<td>• The program involves staff in its review of policies.</td>
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<td>• Staff members receive individual supervision from a supervisor who is trained in understanding trauma.</td>
<td>• The agency informs consumers about the extent and limits of privacy and confidentiality (kinds of records kept, where/who has access, when obligated to make report to police/child welfare).</td>
<td>• Staff collaborates with consumers in setting their goals.</td>
<td>• Former consumers are invited to share their thoughts, ideas and experiences with the program.</td>
<td>• Written policies are established based on an understanding of the impact of trauma on consumers and providers.</td>
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<td>• The agency provides opportunities for staff input into program practices.</td>
<td>• ETC....</td>
<td>• Consumer goals are reviewed and updated regularly.</td>
<td>• ETC....</td>
<td>• ETC....</td>
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<td>• ETC....</td>
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<td>• The program educates consumers about traumatic stress and triggers.</td>
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Focus: Supporting Staff Development

- Assessment
  - Teamwork & Communication
  - Work Stress
  - Improve Patient Experience
  - Feeling Valued
Discussion

- Check-in

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Supporting Staff Development

Creating a Safe Supportive Environment

Assessing & Planning Services

Adapting Policies

Involving Consumers
Wellness Break
Workshop #3 Objectives

- Explore the strengths in your setting
- Define what a trauma-informed assessment is
- Identify the needs of your organization and how a trauma-informed approach can help meet them
Activity

Think back to your goal for the course and your WHY from workshop 1:

What are 3 specific problems within your organization that you are trying to solve?
Activity

- Choose 1 problem
- Ask why 5 times?
- Where in the chain CAN you make a change or do something
Introducing the Assessment Process

- Gaining buy-in
  - Why should I care?
  - Customize to individual need

- Who will have input?
  - Staff
  - Consumers
  - Administration

- Evaluating strengths and needs
  - Qualitative vs quantitative
  - Formal vs informal
Including an assessment tool

- What tool will we choose?
  - Existing
  - Created by team

- How will we administer a tool?
  - Electronically
  - On paper
  - In person

- When will we administer a tool?
  - During a team meeting
  - On own time
  - 1:1

- How will we analyze the information collected?

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Take-home activity

- Explore with your team:
  - What are the things my organization is already doing to support a trauma-informed approach? (strengths)
  - What are some of the challenges within your organization? (needs)
- Discuss how your team will approach the assessment process.

Don’t forget! 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?