



Trauma Informed Care
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A "Root-to-Fruit" Issue



The A-Frame Ladder of Trauma Informed Care

TIC is like the rungs of a ladder;
An organization applies effort to reach the top.

The ART and SCIENCE of TIC



1. Trauma Aware

What is Traumatic Stress?
As compared with Positive, Tolerable, and
Toxic Stress

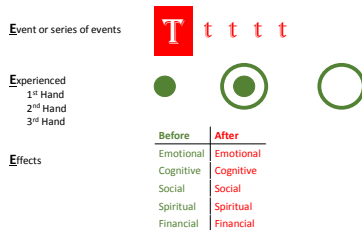


The bigger the gap, the bigger the stress



1. Trauma Aware

Definition: the 3 E's

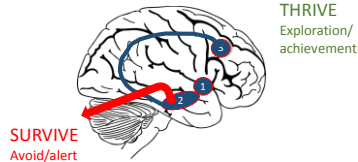


2. Trauma Sensitive

Life Keeps Happening
Shaking up our thoughts and feelings
"Being on Guard" has become a maladaptive way of life
Influences the developing brain



3. Trauma Responsive



3. Trauma Responsive

- "Bio-behavior"
Encourages front brain activity versus activating the brain stem
- "Correct and Build"
On existing competencies for managing "think, feeling, and doing"
- "Green Light" Words
Focus on CAN DO versus "nots, knots, and naughties"
N³



4. Trauma Informed Approach

Supportive environments as physically and psychologically safe with "caring but firm limits"

Trauma Informed staff to address environmental barriers

Provide reflective supervision, professional training, and mindfulness to address secondary traumatic stress



Compassion Continuum



- Knowing your water level
- Compassion Satisfaction
 - Burnout (or rust out)
 - Compassion Fatigue
 - Vicarious Trauma
 - Secondary Traumatic Stress



Compassion Satisfaction



This water level indicates the helper's swimming pool is full of water and the water movement is equal between the siphons and hoses.

A helper is aware of the permanent transformation as a result of doing professional helping work. It feels like the work is helpful and producing change. The effects of this water level are:

- Increased self-knowledge
- Confidence in your competence
- Sense of meaning for your own life
- Spiritual connection to others
- Respect for human resiliency



Burnout or Rust Out



This water level indicates the helper's swimming pool is full of water and the water movement is stalled between the siphons and hoses.

A helper's belief about the workload is stale regarding the possession of resources necessary to effectively help clients who have experienced trauma. It feels like the work is repetitive and not producing change. The effects of this water level are:

- Disorganized focus leading to distractibility
- Low motivation and difficulty with commitment
- Poor performance due to many mistakes
- Unpredictable emotions such as frustration



Compassion Fatigue



This water level indicates the helper's swimming pool is losing water but the water movement is equal between the siphons and hoses.

A helper's coping skills are exhausted and/or dysfunctional because of the punctures in the side of the metaphorical pool. For example, the helper is attempting to serve beyond the scope of practice or boundaries for their role. The effects of this water level are:

- Loss of hope, increased irritability, cynical view
- Violate client boundaries by "taking home work"
- Loss of respectful stance towards their clients
- Contributes to toxic work environment
- Shifts in the way helpers view the world and their loved ones



Vicarious Trauma



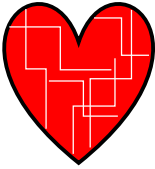
This water level indicates the helper's swimming pool is losing water because it is as if a cannonball in the client's swimming pool just had a ripple effect into the helper's.

A helper's coping skills are exhausted and/or dysfunctional because the helper responds with intense empathy due to exposure to other people's trauma. The effects of this water level are:

- Trying to conserve water by isolating
- Trying to work more (rather than less)
- Poor self-care in terms of sleep, water, exercise
- Relationship with others disrupted
- Chronic illness
- "Presenteeism" and absenteeism (shows up but not engaged- "all the lights are on by nobody's home")



Secondary Traumatic Stress



This water level indicates the helper's swimming pool is losing water because it is as if a cannonball has just been catapulted into the helper's own swimming pool.

A helper's coping skills are exhausted and/or dysfunctional because the helper responds with full sensory immersion as if the trauma is owned. The effects of this water level are:

- Intrusive thoughts and images in the mind
- Chronic emotional distress out of proportion
- Second guessing insights and decisions
- Detachment in an attempt to conserve energy
- Shame as if they are responsible for the event



When it is Time to Share

Low impact disclosure is a protective factor strategy for limiting the impact of trauma stories.

- 1. Self Awareness**
Take the time to observe your interactions with both clients and colleagues.
- 2. Fair Warning**
When it is necessary to share information with another, provide a heads up to let the recipient know the possible intensity of the upcoming information. One symbolic tool is the use of dragon levels.
- 3. Consent**
The colleague as listener has the opportunity to express boundaries around the disclosure.
- 4. Basic Information**
After receiving consent, then decide how to disclose. Keep it to the bare minimum. Start with outlining the situation. Move at a comfortable pace towards the necessary information. Keep checking with the listener to make sure the gradual pace is acceptable and the information is not contributing to distress. Leave out unnecessary details.



Dragon Levels



Red Dragon
Maximum intensity is at hand. High alert and clear readiness is important for both speaker and listener. The information about to be shared can have an emotional impact on the listener.



Yellow Dragon
Moderate intensity is at hand. The listener will need to pay close attention, and the information could create an emotional response such as confusion, uncertainty, or anger.



Green Dragon
Minimal intensity is at hand. The listener can attend to the scenario, and the information could create an opportunity for providing feedback or discussing strategy. The emotional impact may be short term and a follow up discussion is possible.

