

Applying the Principles of Trauma Informed Care

Principles of Trauma Informed Care

- Safety
- Trustworthiness
- Choice
- Collaboration
- Empowerment
- Context

The purpose of this document is to:

- ❖ Identify and celebrate existing trauma informed practices that support clients, patients, families, communities and staff/care providers.
- ❖ Encourage reflection to enhance opportunities to strengthen trauma informed approaches across environments, relationships, policies and practices.
- ❖ Support individuals, teams and organizations in examining how trauma-informed principles are reflected in everyday interactions, decision-making and workplace culture.

SAFETY – Physical, Psychological, Cultural and Intersectional

- A. What practices, policies, environments, or relationships currently help create physical, psychological, cultural and intersectional safety for your clients/families?
- B. Where are there opportunities to strengthen safety and belonging?
- C. What currently contributes to physical, psychological, cultural, and intersectional safety for staff, physicians, volunteers and learners?
- D. What actions could we take to further strengthen physical, psychological, cultural, and intersectional safety in our workplace?

TRUSTWORTHINESS

- A. What practices, behaviors, communication approaches, or organizational processes currently help build and maintain trust with clients, patients, families, and communities?
- B. What opportunities exist to strengthen trust, transparency, and accountability for the individuals, families, and communities we work alongside?
- C. What currently contributes to trust, transparency, and positive working relationships among colleagues, supervisors, leaders, and the organization?
- D. What actions could strengthen trust, transparency, and accountability among peers, supervisors, leaders, and the organization?

CHOICE

- A. What practices, processes, or approaches currently support choice, voice, and informed decision-making for clients, patients, families, and communities?
- B. What opportunities exist to further strengthen choice, voice, and participation for clients, patients, families, and communities?
- C. What currently supports choice, autonomy, and flexibility within your role/your team?
- D. What opportunities exist to strengthen choice, voice, and meaningful participation for staff, care providers, and teams?

Applying the Principles of Trauma Informed Care

COLLABORATION/PARTNERSHIP

- A. How do we create opportunities for clients, patients, families, and communities to partner with us in planning, decision-making, and care or service delivery?
- B. What opportunities exist to strengthen collaboration and partnership with clients, patients, families, and communities?
- C. What currently supports effective collaboration and partnership among colleagues, supervisors, leaders, and system partners?
- D. What opportunities exist to strengthen collaboration, partnership, and shared accountability across teams, leadership, and system partners?

EMPOWERMENT – Strengths Based Skill Building

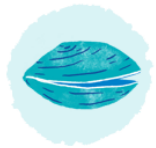
- A. How do we identify, acknowledge, and build upon the strengths, skills, resilience, and lived experiences of clients, patients, families, and communities?
- B. What opportunities exist to further strengthen strengths-based, person-centered, and capacity-building approaches in our work?
- C. What currently supports staff and care providers in recognizing their strengths, building resilience, and developing professionally?
- D. What opportunities exist to further support staff well-being, resilience, leadership, and professional growth?

CONTEXT – Historical, Gender, Culture, Developmental, Geographic, Resilience, Family, Community

- A. How do we currently seek to understand and respond to the unique experiences, identities, relationships, cultures, histories, strengths, and circumstances of clients, patients, families, and communities? What currently supports us in recognizing and responding to these diverse needs and intersecting experiences?
- B. What would be helpful to understand the intersectional needs and context so that you can empower your clients/families? What opportunities exist to deepen our understanding of the contexts that shape people's experiences and needs?
- C. How does our workplace acknowledge, respect, and value the diverse identities, experiences, cultures, strengths, and perspectives of staff and care providers?
- D. What opportunities exist to strengthen inclusion, belonging, cultural responsiveness, and respect for diverse identities and experiences within our workplace?

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Principles of Trauma-Informed Care



Safety

Ensuring psychological, emotional, physical cultural and intersectional safety.

In Practice: Common areas are welcoming, and privacy is respected.



Trustworthiness

Task clarity, consistency and interpersonal boundaries.

In Practice: Respectful and professional boundaries are maintained.



Choice

Individual has choice and control.

In Practice: Individuals are provided a clear and appropriate message about their rights and responsibilities.



Collaboration

Making decisions with the individual and sharing power.

In Practice: Individuals are provided a significant role in planning and evaluating services.



Empowerment

Prioritizing empowerment and skill-building.

In Practice: Providing an atmosphere that allows individuals to feel validated and affirmed with each and every contact at the agency.



Context

Historical, gender, cultural, developmental.

In Practice: Consider how context on the personal, interpersonal, family, community and societal level has impacted people and communities.

Source: Institute of Trauma and Trauma-Informed Care, 2015.



10 Key Ingredients of Trauma-Informed Care



Co-Create with Patients, Families and Staff



Build a Trauma-Informed and Responsive Workforce



Lead, Model, Communicate and Advocate



Create Safer Environments



Support Staff Wellness in Trauma Exposed Workplaces



Address Culture, Diversity and Trauma



Build Cross System Partnerships



Screen, Assess and Respond Thoughtfully



Offer Trauma-Specific Treatment



Create and Measure Organizational Culture Change