

TRAUMA-INFORMED care

Trauma-Informed Care understands and considers the pervasive nature of trauma and promotes environments of healing and recovery rather than practices and services that may inadvertently re-traumatize.



"A Trauma-Informed Care approach strives to understand the whole of an individual who is seeking services."

THE EFFECTS OF TRAUMA



IMPAIRS

memory, concentration, new learning, and focus.



IMPACTS

an individual's ability to trust, cope, or form healthy relationships.



DISRUPTS

emotion identification, ability to self-soothe or control expression of emotions; and ability to distinguish between what is safe and unsafe.



SHAPES

a person's belief about self and others, ability to hope, and outlook on life.



CORRELATES

to heart disease, obesity, addiction, pulmonary illness, diabetes, autoimmune disorders, and cancer.

RE-TRAUMATIZATION: WHAT HURTS?

System

*Policies, procedures,
"The way things
are done"*



Relationship

*Power, control,
subversiveness*

- Having to continually retell their story
- Being treated as a number
- Procedures that require disrobing
- Being seen as their label (i.e., addict, schizophrenic)
- No choice in service or treatment
- No opportunity to give feedback about their experience with the service delivery
- Not being seen/heard
- Violating trust
- Failure to ensure emotional safety
- Non-collaborative
- Does things *for* rather than *with*
- Use of punitive treatment, coercive practices, and oppressive language

WHAT HELPS?

Create a Trauma-Informed Care environment using the following five principles:

1

Safety

Creating areas that are calm and comfortable

2

Choice

Providing individualized options in treatment

3

Empowerment

Noticing capabilities in an individual

4

Collaboration

Making decisions together

5

Trustworthiness

Providing clear and consistent information

The Road To TRAUMA-INFORMED CARE

- Ensure administrative commitment to integrating a trauma-informed culture.
- Provide introductory training to all staff.
- Establish an internal trauma team.
- Include providers and providees in planning and evaluation of services.
- Address any potential retraumatizing policies and procedures.
- Conduct early and respectful trauma screening and assessment for all.

Take care of your mental health and well-being.

You don't have to do it alone.

Turn to your Perspectives Employee Assistance Program (EAP) for confidential support.



Call or Text 24/7 | 800.456.6327



For access to online resources, log in to your WorkLife Online Portal at perspectivesltd.com.

A Trauma-Informed Care approach realizes the direct impact that trauma can have on access to services and responds by changing policies, procedures and practices to minimize potential barriers.

Sources: Simpson, R. & Green, S.A. Adapted from: Falot, R.D & Harris, M. Using trauma theory to design service systems: New directions for mental health services. Jossey-Bass: San Francisco, CA, Jennings, A. The Anna Institute, National Council for Community Behavioral Healthcare. Is your organization trauma-informed?