

Trauma Informed Care Training

Provider Network Meeting

October 30, 2018

Trauma

- An emotional response to an overwhelming event
 - Serious Accidental Injury
 - Illness/Medical Trauma
 - Community Violence
 - Domestic Violence
 - School Violence/Emergency
 - Physical Assault
 - Natural Disaster
 - Sexual Abuse
 - Physical Abuse
 - Neglect
 - Psychological Maltreatment/Emotional Abuse

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Trauma

Continued

- Impaired Caregiver
- Kidnapping/Abduction
- Terrorism
- Bereavement
- Separation
- War/Political Violence
- Forced Displacement
- Trafficking/Sexual Exploitation
- Bullying
- Attempted Suicide
- Witnessed Suicide

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Impact of Trauma

- No one is immune to the impact of trauma
- Affects the individual, families, and communities
- Everyone is impacted when communities produce multi-generations of people with untreated trauma
 - Increase in crime
 - Loss of wages
 - Threatened stability of families
- Twice as likely to develop depression
- About three times as likely to develop an anxiety disorder



Impact of Trauma

Continued

- Shock and denial are typical responses
- Longer term reactions include
 - Unpredictable Emotions
 - Flashbacks
 - Strained Relationships – Difficulty Trusting
 - Physical Symptoms
 - Headaches
 - Nausea
 - Sleep Disturbances
 - Dissociation
 - Impacts perception of family and community
 - Brain is now wired for danger

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Trauma Informed Care

- An organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma.
- Emphasizes physical, psychological and emotional safety for both consumers and providers.
- Helps survivors rebuild a sense of control and empowerment
- Allows for early intervention

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Trauma Informed Care

Continued

- Realizes the widespread impact of trauma and understands potential paths for recovery
- Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system
- Responds by fully integrating knowledge about trauma into policies, procedures, and practices
- Seeks to actively resist re-traumatization

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Trauma Informed Care

Continued

- Six Key Principles of a Trauma Informed Approach
 - Safety
 - Trustworthiness and Transparency
 - Peer support
 - Collaboration and mutuality
 - Empowerment, voice and choice
 - Cultural, Historical, and Gender Issues

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Trauma Informed Care

Continued

- Important to recognize the following
 - The survivor need to be respected, informed, connected, and hopeful regarding their own recovery
 - The interrelation between trauma and symptoms of trauma such as substance abuse, eating disorders, depression, and anxiety
 - The need to work in a collaborative way with survivors, family and friends of the survivor, and other human services agencies in a manner that will empower survivors

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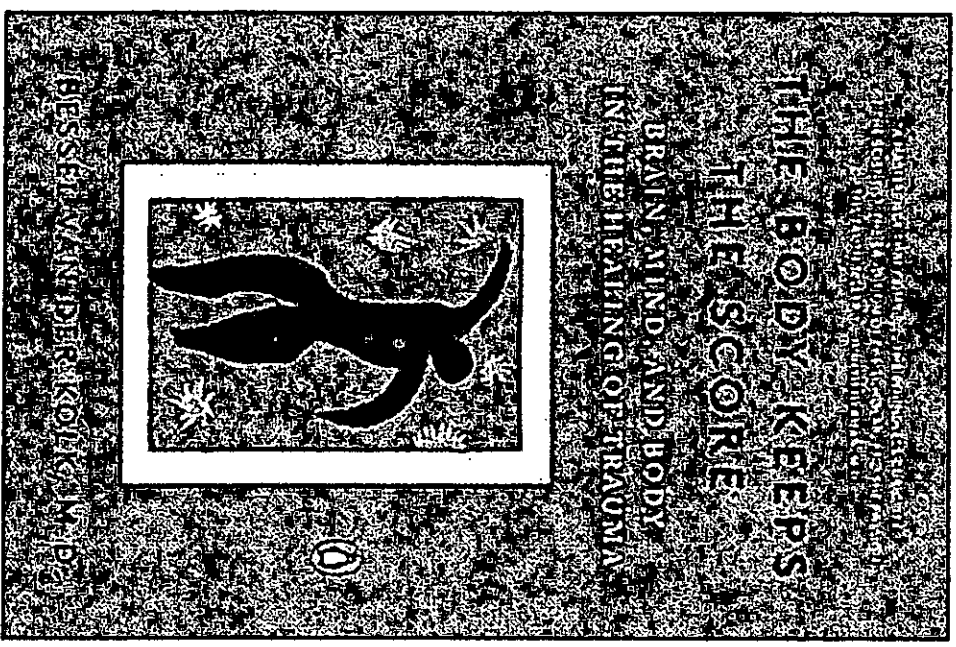
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How does this impact you?

- As a provider, you must be familiar with Trauma Informed Care
 - You will continue to hear more about this topic and it's importance
 - Understanding trauma will help you know how to more effectively respond to individuals with a trauma history
 - It helps us be better employees and to practice better self-care



“The Body Keeps the Score”



Secondary Traumatic Stress (STS)

- *STS is recognized as a common occupational hazard for professionals working with traumatized individuals*
- Any professional who works directly with traumatized individuals, and is in a position to hear the recounting of traumatic experiences, is at risk for secondary traumatic stress.
- Risk appears to be greater among women and among individuals who are highly empathetic by nature or have unresolved personal trauma
- Risk is also higher for professionals who carry a heavy caseload of traumatized individuals; are socially or organizationally isolated; or feel professionally compromised due to inadequate training

STS

Continued

- Individual and supervisory awareness of the effects of indirect trauma exposure are a basic part of protecting the health of workers and ensuring that individuals served consistently receive the best possible care from those who are committed to helping them.
- The most important strategy for preventing the development of secondary traumatic stress is the triad of psychoeducation, skills training, and supervision.

Strategies to Build Resiliency and Address STS

Organizational

- Provide adequate clinical supervision, including reflective supervision
- Maintain trauma caseload balance
- Support workplace self-care groups
- Enhance the physical safety of staff
- Offer flextime scheduling
- Incorporate STS training into EBP training for clinical staff
- Create external partnerships with STS intervention providers
- Train organizational leaders and non-clinical staff on STS
- Train organizational leaders on organizational implementation and assessment
- Provide ongoing assessment of staff risk and resiliency

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Strategies to Build Resiliency and Address STS

Individual

- Use supervision to address STS
- Increase self-awareness of STS
- Maintain healthy work-life balance
- Exercise and good nutrition
- Practice self-care
- Stay connected
- Develop and implement plans to increase personal wellness and resilience
- Continue individual training on risk reduction and self-care
- Use Employee Assistance Programs or counseling services as needed
- Participate in a self-care accountability buddy system

Essential Elements for Creating a Trauma Informed System

That Will Adequately Address STS

- Recognize the impact of secondary trauma on the workforce
- Recognize that exposure to trauma is a risk of the job of serving traumatized children and families
- Understand that trauma can shape the culture of organizations in the same way that trauma shapes the world view of individuals
- Understand that a traumatized organization is less likely to effectively identify its clients' past trauma or mitigate or prevent future trauma
- Develop the capacity to translate trauma-related knowledge into meaningful action, policy, and improvements in practices
- Be integrated into direct services, programs, policies, and procedures, staff development and training, and other activities directed at secondary traumatic stress

Questions

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Resources

- <https://www.apa.org/topics/trauma/>
- <http://traumainformedcareproject.org/>
- <https://www.samhsa.gov/nctic/trauma-interventions>
- <https://www.nctsn.org/trauma-informed-care/secondary-traumatic-stress>