

A large iceberg floats in a calm, blue body of water under a clear sky. The visible tip of the iceberg is sharp and white, while the much larger, submerged portion is visible below the water line, illustrating the concept of hidden trauma. The water reflects the sky and the iceberg.

TRAUMA - INFORMED CARE FOR WORKFORCE DEVELOPMENT PROFESSIONALS

K R A
CORPORATION

Innovative
Exceptional
Trusted



Joseph L. Seymour

Managing Director, Operational Excellence

K R A Corporation

jseymour@kra.com

1(301)787-9314

K R A
CORPORATION

Innovative
Exceptional
Trusted

- **Greatest accomplishment or challenge that you have overcome**
 - **Bucket list item**
 - **Time capsule item**

TRAUMA - INFORMED CARE

...an approach in the human service field that assumes that an individual is more likely than not to have a history of trauma.

TRAUMA - INFORMED CARE

The intention of Trauma-Informed Care is not to treat symptoms or issues related to sexual, physical or emotional abuse or any other form of trauma...

TRAUMA - INFORMED CARE

...but rather to provide support services in a way that is accessible and appropriate to those who may have experienced trauma.

FOUNDATIONAL ASSUMPTIONS

The Four R's



Realize



Recognize



Respond



Resist

Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being...

TRAUMA DEFINED...

IN SIMPLER TERMS...

The term trauma can be defined as an emotional response to a deeply distressing or disturbing event

THE EVENT

THE EXPERIENCE OF THE EVENT

THE EFFECT OF THE EVENT

The Three E's

Three Types of Trauma

ACUTE

CHRONIC

COMPLEX

Trauma can affect anyone regardless of race, gender, age, socio-economic status, sexual orientation, ethnicity, psychosocial background, and geographic region

ADDITIONAL INSIGHTS

Trauma can affect individuals, families, groups, communities, specific cultures and even whole generations

ADDITIONAL INSIGHTS

Traumatic events can include disasters, war, neglect, violence, abuse, extreme weather, divorce, unexpected and/or prolonged illness, poverty, and substance abuse

ADDITIONAL INSIGHTS

Trauma can impact witnesses nearly as much as direct survivors

ADDITIONAL INSIGHTS

Everyone responds differently

ADDITIONAL INSIGHTS

When trauma occurs, it affects an individual's sense of self, their sense of others and their beliefs about the world

ADDITIONAL INSIGHTS

Common Signs of Trauma

- 
- Excessive Anxiety and/or Panic
 - Irritation
 - Confusion
 - Sleeping Issues
 - Feeling of Disconnection from Surroundings
 - Unreasonable Lack of Trust
 - Inability to Focus
 - Emotional Lability
 - Lack of Self-Care or Grooming
 - Aggressive Behavior
 - Lethargy
 - Headaches, Body Aches, and Nausea
 - Inability to Maintain Stable Relationships



FIVE CORE PRINCIPLES OF TRAUMA INFORMED CARE



Safety

Trustworthiness



Choice





Collaboration

Empowerment



General Best Practices

**Promote awareness through
community partner led training**

General Best Practices

**Incorporate Emotional
Intelligence and Motivational
Interviewing into employee
learning and development**

General Best Practices

Select a "Community Resource Champion" on your team

General Best Practices

**Create an advisory team with
successful trauma survivors**

General Best Practices

**Apply TIC principles to all
aspects of program
management**

General Best Practices

**Pay attention to the power
dynamic between staff and
participants and management
and staff**

General Best Practices

**Optimize information-sharing
at referral points to minimize
opportunities for re-
traumatization**

General Best Practices

Engage mental health professionals to review and audit forms, intake processes, and orientation materials

QUESTIONS?