

A Treasure Box for Creating Trauma Informed Organisations

PART 1



PART 2



PART 3



DR. KAREN TREISMAN
SAFE HANDS AND THINKING MINDS

WHAT ARE SOME OF THE ORGANISATIONAL STRESSORS, ADVERSE EXPERIENCES, WORK STRAIN, AND/OR ORGANISATIONAL TRAUMAS? (FOR YOU, THE TEAM, FOR THE ORGANISATION)



WHAT IMPACT DOES THIS HAVE ON YOURSELF, ON THE TEAM & ON THE ORGANISATION? HOW DOES THIS SHOW ITSELF?



IS THE IMPACT ACKNOWLEDGED & RESPONDED TO WITHIN YOUR TEAM / ORGANISATION?



STEPS TO REFLECT ON DIFFERENT ASPECTS OF THE WORK & OF THE ORGANISATION FROM A TRAUMA INFORMED LENS

An exercise to support reflection, assessment, & to inform the development of action plans & ways forward. Take your time & go through the following questions ideally with a few other people. You can write down, audio, or record your responses. You may want more space on a bigger piece of paper. You also may want to change the order of the steps or you may have additional areas to add. These steps are not exhaustive or prescriptive. It can be helpful to use the other suggested integrations & tables here.

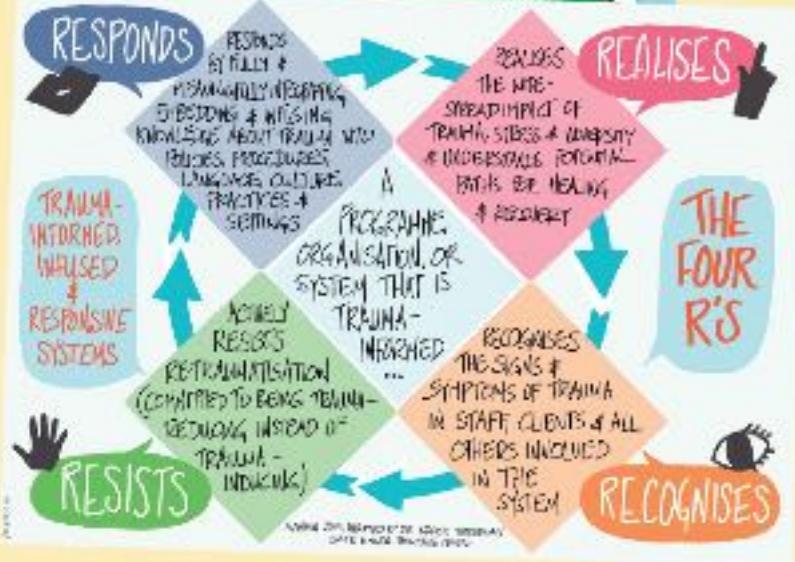


Choose an area which you would like to focus & reflect on & write it below (start as small, specific, & as focused if possible).

FOCUS

REFLECT

Do a backwards thought experiment. This means reflecting on the worst case scenario of something. For example, if you were doing this for a staff meeting, it would be reflecting on what the worst, most stressful, & biggest team meeting would look like, feel like, be like?



RELATIONAL & CONNECTING TREASURES & WAYS OF BEING



DIFFERENT TYPES OF TRAUMA & SOME OF THE INTERPLAYING FACTORS AROUND THE IMPACT & CONSEQUENCES

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THIS IS NOT A PRESCRIPTIVE OR EXHAUSTIVE LIST FOR ARE THEY MUTUALLY EXCLUSIVE - MANY ARE & CAN BE

LAYERED, INTER-RELATED & INTERWOVEN

TRAUMA DOES NOT OCCUR WITH A VACUUM, IT IS INFLUENCED BY MULTIPLE SYSTEMIC, RELATIONAL, & CONTEXTUAL ELEMENTS. THEREFORE, THE IMPACT & CONSEQUENCES OF THE TRAUMAS ARE LIKELY TO BE ON A CONTINUUM & SHAPED BY A NUMBER OF INTERPLAYING FACTORS INCLUDING:

- AGE & STAGE
- TEMPERAMENT & UNDERLYING ATTITUDES, INCLUDING BULIMIC & BIPOLAR PATTERNS
- RELATIONSHIP WITH THE PERPETRATOR
- SEVERITY & FREQUENCY OF THE TRAUMA
- ISOLATION & REJECTION OF THE TRAUMA
- OTHER PEOPLE & THE COMMUNITY'S RESPONSES, SUPPORT, & REACTINGS
- THE PERPETRATOR (IS A NEW) HAVING THE SAME ATTITUDE TOWARDS VICTIMS, SAVITORIES, & AVOIDING THEM, CULTURAL, SOCIAL, & ECONOMIC CONTEXT & SOCIAL POLITICAL FACTORS
- IMPACT ON THE PERSON'S DAY-TO-DAY LIFE
- IMPACT ON THE ABILITY TO FORM RELATIONSHIPS & TO FORM FACTORS INCLUDING REJECTION AND EXILE

RELATIONAL ATTACHMENT & INTERPERSONAL	DEVELOPMENTAL	HEALTH & MENTAL TREATMENT
CULTURAL & RACIAL	INTERPERSONAL & SYSTEMIC	TRAUMA - EVENT
WAR, REFUGEE & POLITICAL	COMBAT-RELATED & MILITARY	MEDICAL, INJURY, & BIRTH TRAUMA
TRAUMA'S CHILD DEVELOPMENT & LOSS	COMMUNITY TRAUMA	CHILD'S BIRTH & BULLYING TRAUMA
NATURAL DISASTERS	PERMANENTLY IMPACTED BY TRAUMA	SECURITY & SURVIVAL TRAUMA

ASSUMPTIONS, PRINCIPLES, & VALUES OF TRAUMA-INFORMED ORGANIZATIONAL CULTURE

A PARADIGM TRANSFORMATION A DIFFERENT LENS

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THE FOUR R'S

TRUST & MULTI-LAYERED SAFETY

RELATIONSHIP-FOCUSED

CURIOSITY, REFLECTIVENESS, EMPATHY, COMPASSION & UNDERSTANDING

ACKNOWLEDGING, HOLDING, & CELEBRATING

BEHAVIOUR IS OF COMMUNICATION

CULTURAL HUMILITY & RESPONSIVENESS

COMMUNICATION, COLLABORATION, & TRANSPARENCY

AGENCY, CHOICE, MASTERY, VOICE (OF MARGINALIZED)

INTEGRATION



SOME PROTECTIVE FACTORS WHICH SUPPORT ORGANIZATIONS & TEAMS TO BUFFER & REDUCE THE IMPACT OF ORGANISATIONAL STRESS & TRAUMA

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ENRICHING THE ORGANIZATION'S IMMUNE SYSTEM