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Implementing Trauma-Informed Practices

Trauma-Informed Practice does not require the disclosure of trauma

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- We may not know if someone has experienced trauma, but we do not need to know this to work from a trauma-informed approach.
- We do know that there is a high likelihood that people we support have experienced trauma, and continue to experience an array of impacts from trauma experiences
- Trauma-informed practices create safety for everyone. We can effectively support trauma survivors, and no harm will come to those who have *not* experienced trauma

Safety first, always

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- Attending to physical and psychological (emotional/spiritual/cultural) safety is our first priority
- We proactively promote safety by being trustworthy in our approach - being open, transparent and honest about our roles, our services, and confidentiality policies
- Through grounding and mindfulness, we attend to emotional dysregulation¹ to support psychological and emotional safety
- We maintain healthy, supportive boundaries appropriate to our professional role
- We never push for the disclosure of trauma

We work with participants collaboratively, fostering empowerment

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- We recognize each person as the expert in their own lives, allowing them choice and control to decide what services and approaches are best for them
- We encourage participants' involvement in the development and implementation of programs and services
- We use "power with" strategies, rather than "power over" approaches

Using strengths-based approaches we develop skills and growth

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- We offer to teach self-regulation and self-care skills to foster growth and healing
- We focus on a client's strengths and skills to address the concerns they bring forward
- We reframe "problematic behaviours" as expressions of unmet needs and possible trauma-responses
- We maintain the belief that every person has the ability to reach their health and wellness goals. Our work together is to figure out the path to achieve these in a way that aligns with the persons own desires, priorities and strengths

We care for ourselves, in order to care for others

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- We prioritize and maintain caring for ourselves, to bring our best selves to our work
- We recognize our own signs of fatigue, burn-out and vicarious trauma, and have identified strategies to address these
- We maintain regular supervision to navigate the difficulties we encounter in our work
- We collaborate with our colleagues to share our skills and resources

¹ Experiencing emotional responses that are outside a normally accepted range of emotions, such as angry outbursts