



# How to Create a Trauma Informed Culture

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Piglet noticed that even though he  
had a very small heart, it could  
hold a rather large amount  
of Gratitude.  
-A.A. Milne





# Trauma Informed Care

MEANS SEEING THE WHOLE PERSON/ORGANIZATION,  
TAKING INTO ACCOUNT PAST TRAUMA(S) AND THE  
RESULTING COPING MECHANISMS WHEN ATTEMPTING TO  
UNDERSTAND BEHAVIOUR AND ADDRESS PROBLEMS.





# EVOLUTION

WHAT IS WRONG WITH YOU?

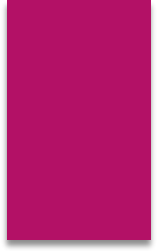
YOU ARE BAD!

▶ *WHAT HAPPENED TO YOU?*

▶ *YOU ARE BROKEN*







***“I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.”***

**-Brene Brown**

# Importance of Intension

**WE ALL MAKE RIPPLES**





# LEADERSHIP

we all lead

Educate

Everyone

-all the time

- ▶ Trauma happens! -Often in relationships
- ▶ Healing happens in relationships too
- ▶ **Relationships** (Ripples) matter



# Healing

Healing has a ripple effect



# Trauma Informed Care

## 5 Pillars

RESPECT

- ▶ Safety
- ▶ Trustworthiness/Transparency
- ▶ Voice/Choice
- ▶ Collaboration/Mutuality
- ▶ Empowerment/Hope



**SAFETY**

**TRUST**

**VOICE**

**COLABORATION**

**HOPE**



Clear is kind

Unclear is unkind

CANDID \* CARING \* COURAGEOUS \* CONVERSATIONS





BE

**COURAGEOUS**

AND

**VULNERABLE**



tools to

support a

**Resilient Workforce**

show up . be clear . curious . gracious . compassionate



BEND

BOUNCE

SWAY

GROW



# Model Resilience

**FAIL  
FLEXIBILITY  
SELF CARE  
TRY AGAIN**



Resilience



# Encouraging a culture of compassion

**What is compassion?**



# COMPASSION

"It is **lack of love** for ourselves that inhibits our **COMPASSION** toward others. If we make friends with ourselves, then there is **no** obstacle to opening our *hearts* and minds to others."



# What is TIC culture?

Continuous assessment, reassessment and integration of

safety / trustworthiness / choice / mutuality / empowerment



Hope