



**Increasing Employability:
Addressing Effects of Community-Based Trauma**

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Sources of Trauma

- **acts of nature**
- **accidents & illness**
- **interpersonal abuses & neglect**
- **all forms of personal, communal, and international violence**
- **betrayal**

(The Complete Guide to Mental Health for Women; Slater, Daniel, Banks, 2003)

Do we need a broader understanding of trauma

trauma (n)

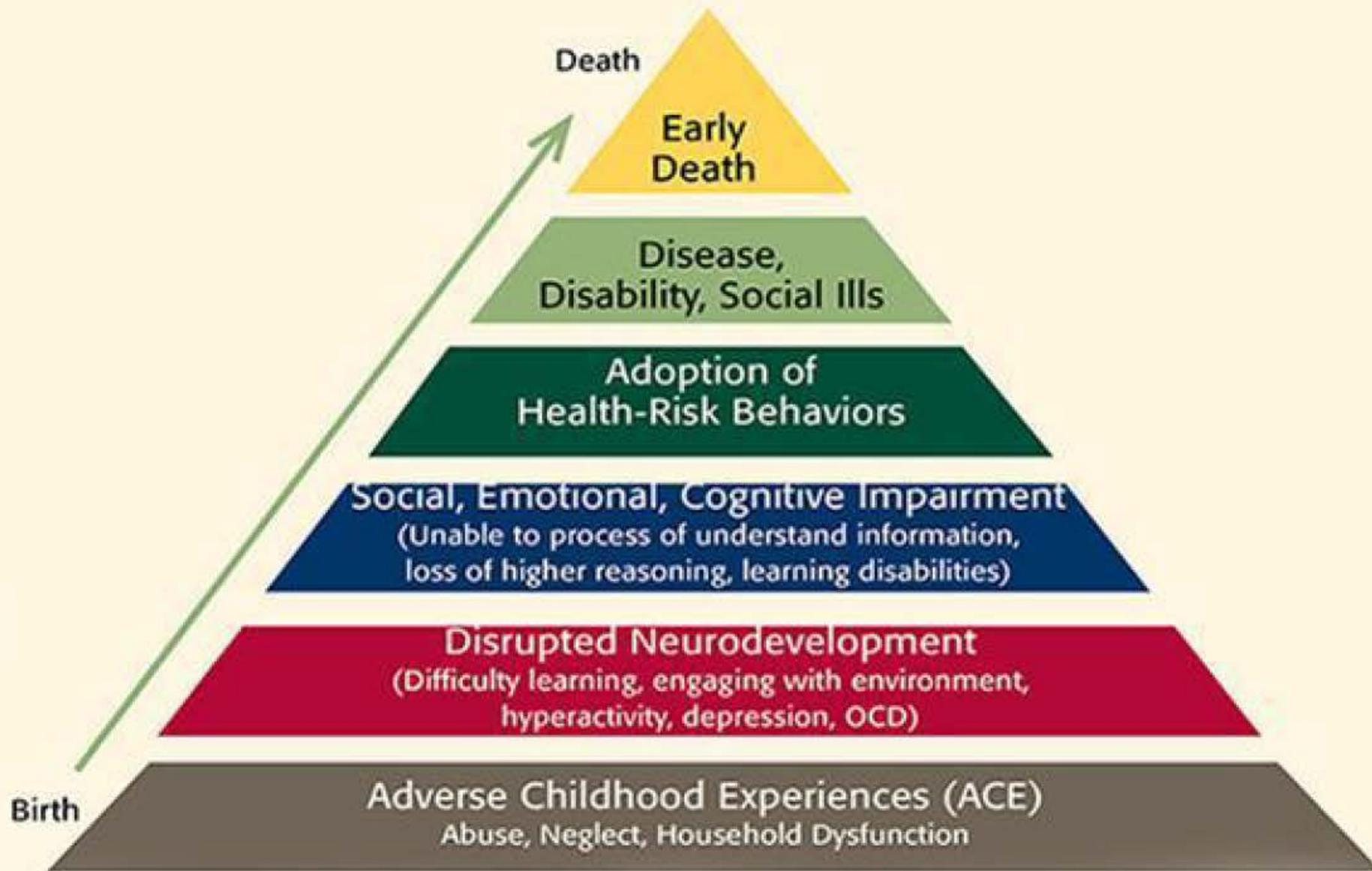
: an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual wellbeing





While addiction can be traumatic.....

more times than not trauma is the reason for
addiction





First Impacts of Trauma

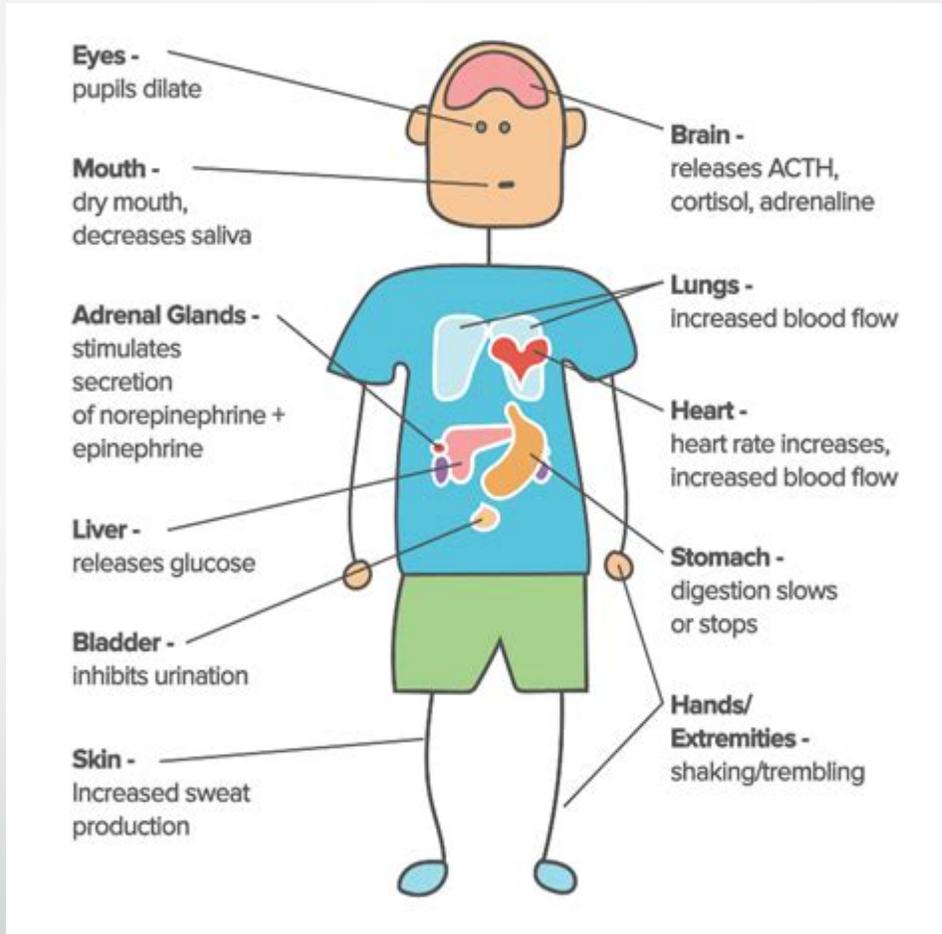
(and some would say the worst)

loss of sense of safety
and loss of trust

Stress & traumatic stress are cumulative and remembered in the body.

It becomes so powerful that a person can interpret the world through the chronic stress response.

(Teresa McGee, pg 22-24)



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TIP of the Trauma Iceberg

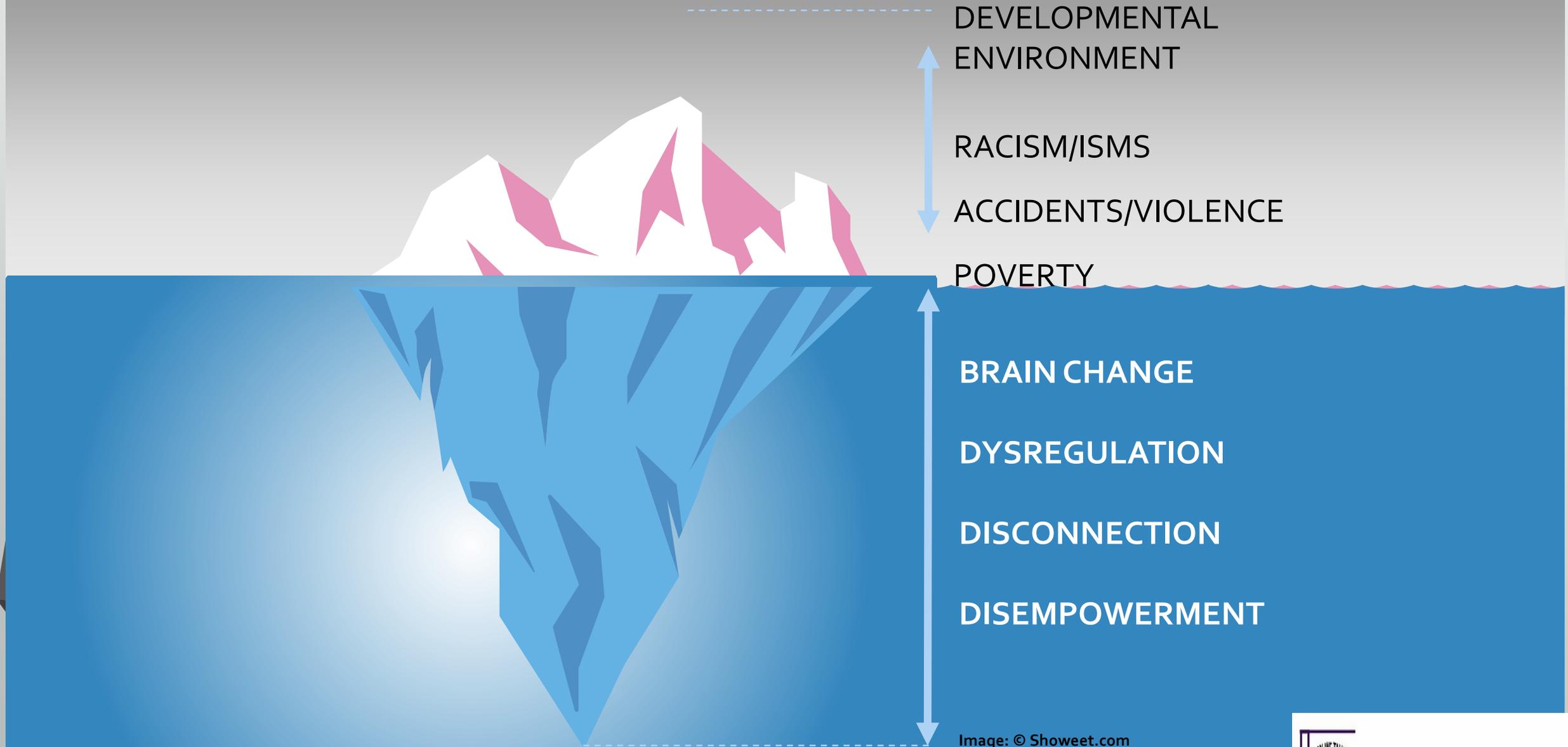


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A Story

PRINCIPLES FOR TRAUMA-INFORMED CARE & ENVIRONMENT

- People are doing the best they can. Often they can't, not won't, do better without assistance.
- People have developed their symptoms for a reason, and the symptoms have been lifesaving in the past.
- When afraid and stressed, people seek to control.
- People learn to regulate emotions in the presence of regulated adults.
- When people are having difficulty they need to be in the presence of reliable adults.
- All behavioral problems are an expression of unmet needs.
- Our most powerful tool is offering safe space and trustworthiness.
- Compassion and empathy are the cornerstones of an approach that encourages perseverance and self-healing.
- Team work, where possible, is the essential foundation which includes trust, responsibility, honesty, and self-awareness.
- After offering best practices and a person is still unable to do a job or work on improvement, assist them in getting mental health services.

For people in the workplace who have experienced trauma....

They may feel....

- generally unsafe and that they can't trust anyone
- disconnected from self and others
- unable to regulate own emotions especially anger, discomfort, disruption
- powerless and without sense of agency

and helpful responses include...

Ensuring a safe & trustworthy workplace in all ways

- Environment and interpersonal
- Manageable stress/reduced pressure
- No bullying of any kind
- Servant leaders

Promoting connection & collaboration

Attention to team/relationship building/respect

Understanding, with appropriate behavior expected

Validate, listen, calm, entrain with person

Empowering, recognizing, & promoting people/skills

Discourage micro-management



***Workplace Mission,
Values, & Best Practices***

Attend to and/or include

- **Creative responses to authentic additional sick leave, family needs, and other employee time away (i.e. employee shared leave time; flex time; ability to work from home)**
- **Effective access and level of health care benefits**
- **Livable wages**
- **Shared understanding and support within teams for each individual's challenges and needs**
- **Beware of Mission/Action Paradox**