



Applying
*Trauma-Informed
Care*
to your
Personal &
Professional Life



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Content Warning



What is *trauma*?

- 70% of US adults have experienced at least 1 traumatic event.
 - That's 223.4 million people!
- The **Three Es** of Trauma
- Trauma teaches us that certain situations are unsafe & to take protective measures.
 - Can lead to dysfunction in our lives.

Mindful Pause

A photograph of a lush garden scene. In the foreground, a series of large, flat, grey stones are arranged in a path that leads towards a small, calm pond. The water in the pond is still, reflecting the surrounding greenery. The background is filled with dense, vibrant green plants, including various ferns and broad-leafed foliage. The overall atmosphere is peaceful and natural.

Who we are
(Personal Circumstances)



Where we work
(Work Conditions)

- (-) Burnout
- (-) Secondary trauma/traumatic stress
- (+) Compassion satisfaction

COMPASSION FATIGUE

Compassion Fatigue at Work

Work Performance

- Decrease in Quality & Quantity
- Low motivation
- Avoidance, procrastination
- Mistakes
- Perfectionism
- Obsession over details

Behavioral

- Absenteeism
- Presenteeism
- Exhaustion
- Mistakes, poor judgment
- Irritability
- Tardiness
- Irresponsibility
- Overwork
- Frequent job changes



Morale

- Decreased confidence
- Apathy, detachment
- Dissatisfaction
- Negative attitude
- Lack of appreciation

Relationships

- Social withdrawal
- Impatience
- Decreased quality of relationship
- Poor communication
- Subsume own needs
- Conflict

Building Resilience

Social Engagement & Connection

- Prioritize Relationships
- Avoid chronic isolation
- Join a group

Foster Wellness

- Take care of your body
- Practice mindfulness
- Build self-regulation skills
- Avoid negative outlets

Find Purpose

- Help others
- Be proactive
- Move toward your goals
- Look for opportunities for self-discovery

Embrace Healthy Thoughts

- Practice self-compassion
- Keep things in perspective
- Accept change
- Maintain a hopeful outlook
- Learn from your past



- Embrace Healthy Thoughts
 - Practice self-compassion
 - Practice mindfulness
 - Engage in self-care
 - Treat yourself as you'd treat a friend
 - Try a *self-compassion* break



Mindful Pause

Becoming *Trauma-Informed*



The Trauma-Informed Approach

Safety

Trustworthiness & Transparency

Peer Support

Collaboration and Mutuality

Empowerment, Voice, Choice

Cultural, Historic, Gender Issues

Trustworthiness

- Are you showing up/being present in your life?
- Are you giving authenticity with kindness and expecting and advocating for the same?

Peer Support

- What is the quality of your relationships?
- Are they rooted in respect, compassion, and mutual empowerment? Or are they mostly transactional?

Principles in Action: *Individual*

Safety

- Do you help create safe spaces for people to show up and be themselves?
- Do you set boundaries for yourself? Do you respect the boundaries of others?

Cultural, Historical, & Gender Issues

- Have you/can you become aware of your unconscious bias and how it affects your work with others?
- Can you encourage others to do the same?

Principles in Action: *Interpersonal*

Empowerment, Voice, & Choice

- Does leadership encourage staff to set goals for their own professional (and personal!) development?
- If yes, does leadership provide support to help meet those goals?

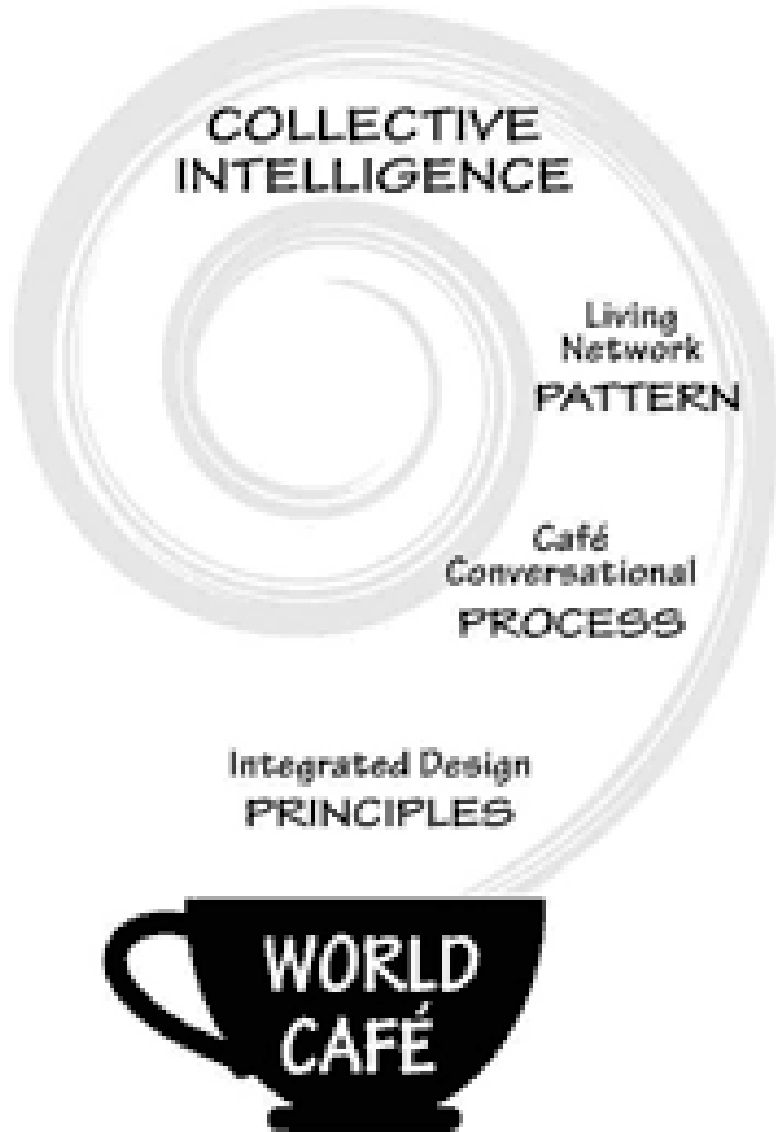
Collaboration & Mutuality

- Is your organization seen as “siloed?”
- Are there unhealthy power dynamics at play?

Principles in Action: *Organizational*



World Café



What is the World Café?

“The World Café is a methodology for hosting conversations about questions that matter. These conversations link and build on each other as people move between groups...and discover new insights into the questions or issues.”

World Café Guiding Principles



World Café Guidelines



How does a World Café work?

Start at a table with 7 other people.

Spend **10 minutes** talking about the questions.

Each person jots down **major insights**; 1 per sticky note.

After 10 minutes, **half of the group “stays put.”**

Others travel to the **table to the right** to continue discussing that question.

After the last conversation, **choose the 2 most important** things you heard/insights you had.

Put them on the wall sticky.

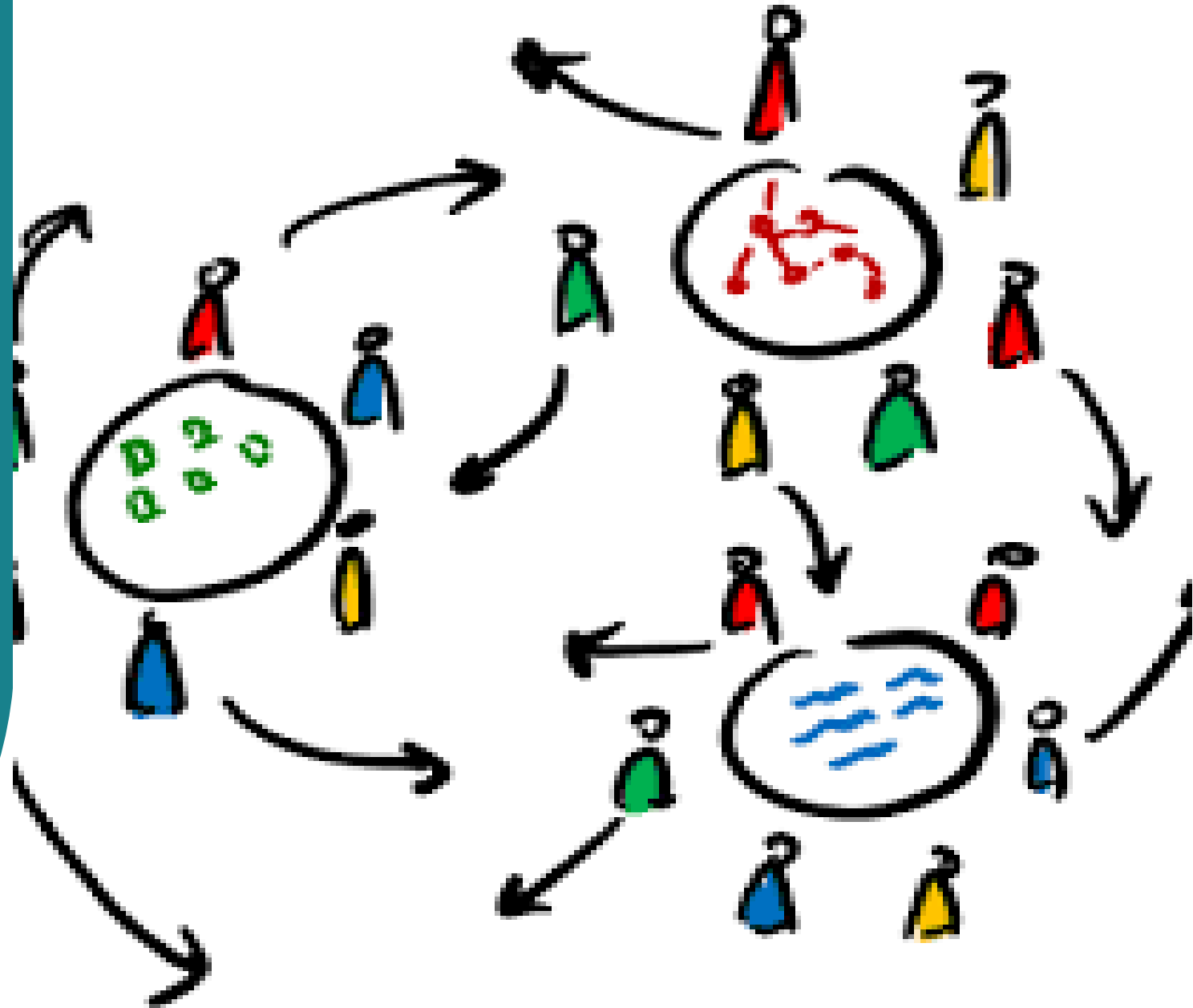
Debrief.

Hosts will summarize key ideas for each question.

Detailed results will be compiled and shared with participants.

Repeat this step twice!

World Café in Action



Discussion Questions

1. What are 3 aspects of your work environment that contribute to compassion fatigue? What are 3 aspects of your work environment that are protective from compassion fatigue?
2. What barriers do you face trying to help individuals who are experiencing a lifetime of trauma? What policies could help reduce those barriers?
3. To accomplish trauma-informed change, we must intentionally live our values. What are 3 core values that you hold important? How do these values "show up" at 1) work, 2) in relationships, and 3) personally?



Debrief & Closing

- What happened?
- What did you learn?
- Now what?
- What's next?



Mindful Pause



Thank you!