



TRAUMA INFORMED APPROACH CONTINUUM

Trauma Aware

- Organizations have become aware of how prevalent trauma is and have begun to consider that it might impact their clientele and their staff. Staff are introduced to the paradigm shift from, “What’s wrong with you?” to “What happened to you?” when considering the root causes of behavior.
- Staff at all levels understand the word trauma and how it can change the way they view and interact with others.
- Workplace safety is prioritized and considers physical, psychological, and moral safety.

Trauma Sensitive

- Organizations promote and value a trauma-informed lens, through exploring the principles of trauma informed care within their environment and daily work.
- Organizations are building consensus around trauma informed principles.
- Organizations consider the implications of embedding trauma informed principles across policies and practices. Avenues for change are considered and explored.
- Trauma training is facilitated for all staff, including onboarding new employees.
- Staff feel supported and have the space for their voices to be heard.

Trauma Responsive

- Organizations have begun to change their organizational culture to highlight the role of trauma. At all levels of the organization staff begin rethinking the routines and infrastructure of the organization.
- Staff utilizes language that supports safety, choice, collaboration, trustworthiness, and empowerment. Staff applies knowledge of trauma and resilience internally and externally.
- Organizations have policies that support addressing staff’s initial and secondary trauma.
- A “universal precautions” approach is used, presuming that any/all clientele and staff may be trauma impacted.
- People with lived experience, including staff, are engaged to play meaningful roles throughout the agency.
- Individuals outside the organization understand that trauma informed approaches are at the center of the mission.



TRAUMA INFORMED APPROACH CONTINUUM

Healing Centered

- Organizations shift from an individual’s “identity focused on trauma” to “identity focused on possibility”; paradigm shift moves from “What happened to you?” to “What’s right with you?” to counteract the tendency of traumatic experience being seen as, ‘less than’.
- Behavior is understood as an indicator of stress or inequity in the community, rather than “misbehavior” or as a symptom of individual trauma; organization works to dismantle structures that are traumatic (e.g., structural racism, systemic poverty, sexism, ableism, xenophobia).
- Trauma interventions shift from individual-focused to community-focused as healing centered systems, policies, and practices that are equitable, community-based, and culturally rooted. Everyone involved can be a healing presence, not only mental health professionals.
- Aim is for restoration and healing that is rooted in identity, versus coping with symptoms, utilizing authentic human connection to heal.
- Healing-centered engagement focuses on the well-being we want.
- Approaches to providing services are trauma shielding or trauma reducing. Practices are reflective, collaborative, promote a culture of learning, promote growth and prevention. Past experiences are utilized for making meaning and relational leadership is thriving.

References:

Delaware Developmental Framework for Trauma-Informed Care (2019).

<https://governor.delaware.gov/wp-content/uploads/sites/24/2019/02/Delaware-Developmental-Framework-FSCC.pdf>

Ginwright, S. (2018, May 31). The future of healing: Shifting from trauma informed care to healing centered engagement. *Medium*, retrieved from <https://ginwright.medium.com/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c>

Healing-centered engagement in schools presentation (2022). FEA/NJPSA.

Missouri Model (2019). <https://dmh.mo.gov/media/pdf/missouri-model-developmental-framework-trauma-informed-approaches>