


Pause & Reflect – What has landed?

- Move the needle 1% little movements make a big difference
- Gabor Mate – safety is connection not necessarily absence of threat
- Sensory modulation – sensory rooms for clients
- Sensory rooms for staff- quiet space to reflect, anchor, regulate
- Gabor Mate – “safe enough space”
- Colonised learning – scientific western learning and mindsets
- Connecting with emotions feels very vulnerable in a room/space like this
- The brick wall is always there, but we can slowly chip away at it by carving grooves with a needle
- Empathic curiosity
- Comfortable
- As we’re talking about hyper and hypo arousal I keep getting dragged back to moments when I’ve been stuck in these states. A lot of self-regulation
- Context drives behaviour
- Behaviour is “need driven”
- Feeling – happy – interested, curious, and inquisitive
- Trauma informed leadership is a human rights approach
- Mind- body-spirit
- Find the 1% I can change
- Important to know my own nervous system health, track myself
- I’m thinking about the action of some substances and trauma – meth as an accelerant for a hypo aroused nervous system or ketamine as a decelerate for hyper nervous systems (yes most substances are being used to manage nervous system arousal, stimulants to manager hypo arousal, depressants to manager hyper arousal, and the interaction and complexity with poly drug use on nervous system - Jen)
- Time – focus – breathe
- I could smell in my safe place for the first time since covid
- Making real impacts within workplaces and systems takes a lot of time, patience and effort
- Feeling there is a lot of value in this way of connecting with body for my team
- Thanks for noticing it wasn’t quite safe enough to do the body cards in this space.

- What is driving you crazy, is keeping them sane
- All behaviour is functional
- Clocked how easy it is for me to disconnect from my body/felt experience reflecting on how exhausting it would be for our clients in this space majority of the time
- Our presence and nervous system influences others
- Sad to connect the “code greys” to system inadequacies, not trauma informed places
- Life patterns playing out in work place for everyone

- Be better at self-reflection practices – quote: all behaviour is need driven really hit home
- I need to pick the hill I die on! Haha! I.e. Which fight is best serving my clients /my values reflection in system
- “reclaiming” power rather than empower
- Remember that beneath the trauma there is a part that is untouched by the trauma, resilience, wisdom
- Clients behaviours are based off needs
- A trauma informed leader does not “push through”
- Stoic pushing through can be depleting, I need to stop and check in with how I am
- Diagnosis (mental health) is a colonial construct for controlling individuals
- How can I make my workday less draining? What nourishing things can I incorporate?
- Reflecting on all discussed so far and how I can implement this as a leader
- There are no perfect people, the goal is not perfection, the goal is self awareness and empathic curiosity
- The strategy of pushing through, ignoring needs is a losing strategy – colonised way
- Learn to self soothe and break, breathe, reconnect
- Who are the people I can howl at the moon with who won’t be negative and pull us all down – constructive naming the elephant
- Dissociated = trauma
- Nervous systems talk to nervous systems - not just applicable to clients, but to team, staff setting
- Realising I am doing my best work in a trauma informed manner
- Being stoic is not trauma informed
- The nervous system is SO sensitive and fluctuates easily
- Acceptance does not mean inaction
- All behaviour is “need driven”
- Staying calm while supporting all needs
- I need to be anchored and self-regulated to be able to hold space for others distress
- I need to move my body more, metabolise stress – 12 minutes a day
- Trauma – neurodiversity – AOD – Queerness – self complexity
- Being kinder to self, noticing inner critic, not allowing it to bully me
- Practicing self-compassion
- Thinking about power, how we use it, how it can be subtle in re-traumatising
- Tracking self for enmeshment and detachment – finding zone of fabulousness
- Being open to critique and feedback, requires a lot of trust and respect
- Psychological safety – inclusion, learning, contributing, challenging respectfully
- Respect for difference, there is no one size fits all
- Reciprocity, mutuality, collaboration
- Collective care not just self care
- Collective accountability, not just leaders doing the right thing but setting the tone