



1



2



3

De-colonizing therapy and treatment:

Colonialism is one of humanity's core wounds.
Its ripple effect is vast and deep, but often invisible.

We cannot heal what remains **unseen, unnamed and unacknowledged**.

Our current approach to trauma is steeped in colonialism.

Our existing systems have not been designed with trauma in mind, nor do they acknowledge the impact of contextual causes of trauma that are political and cultural such as intergenerational and historical trauma.

Appreciate the need for cultural humility as an educator in this space

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De-colonizing therapy and treatment:



There is a need for a more holistic understanding of self.
We need to take into account the widespread grief, loss and trauma associated with colonisation, the aftermath of the widespread removal of children and ongoing disadvantage, rather than focusing on individual pathology.
We ALL need to unlearn individualism, extraction mindsets, & reconnect to land, culture, ancestry, body, community.

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Our objective:

To understand our selves in the context of trauma informed leadership, to get to know our own nervous system, explore how to recognize and respond to our triggers. To identify nervous system health so that you can take care of yourself and others in the workplace.

To understand how trauma informed principles help to inform policy and help to create a culture of workplace health.

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What we will cover:

- Exploring the nervous system with Polyvagal Theory
- Embodied leadership - knowing yourself and your triggers, nervous system state
- Implementing Trauma Informed principles in policy and procedures
- Creating a trauma informed culture
- Trauma stewardship & collective care

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PAUSE
for a moment and
REFLECT

8

Creating "safe enough" spaces to be brave



"Safety is not the absence of threat but the presence of connection"

Gabor Mate

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What do you need to feel "safe enough" to be fully present and engaged today?

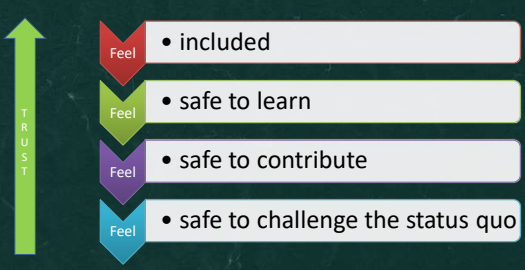
1. *What do you hope for?*
2. *What's your intention?*
3. *What do you need to participate?*



What will help you to speak up, make a contribution, feel safe enough to ask questions and participate?

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Psychological safety




- Feel • included
- Feel • safe to learn
- Feel • safe to contribute
- Feel • safe to challenge the status quo

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A strengths based approach

*"The human capacity for burden is like bamboo
– we are far more flexible than you'd ever believe at first glance". Jodi Picoult*



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STRATEGIES TO CALM AND BE PRESENT






Take a moment to let yourself land here, set your intention, take a breath, you are the best judge of what you need, there are no cookie cutter approaches here. Every human is unique and our responses to trauma are unique.

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A "felt sense" of safety



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Power – a lost conversation

The word "power" triggers many ideas, few of them are positive, power is seen as:

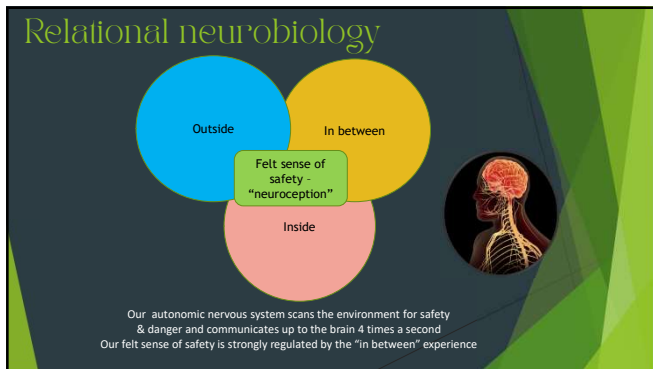
- Control
- Authority
- Domination
- Assimilation
- Exploitation
- Entitlement
- Inequitable distribution

Trauma is about power, the abuse of power; healing trauma is also about power, reclaiming it. Trauma informed leadership is about appreciating it, sharing it. Vicarious trauma prevention is also about power, staying connected to it. Let us be clear, we each have power and privilege – some more than others.

"This is about power, I reiterate it comes from inside of us, it is not given to us"

Dr Chris Sarra, Indigenous Elder
Lunchbox Soapbox

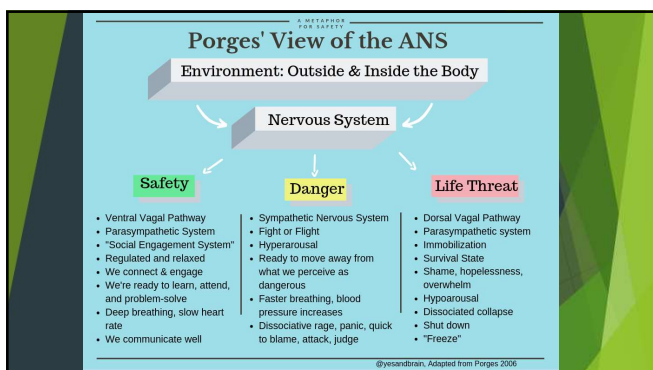
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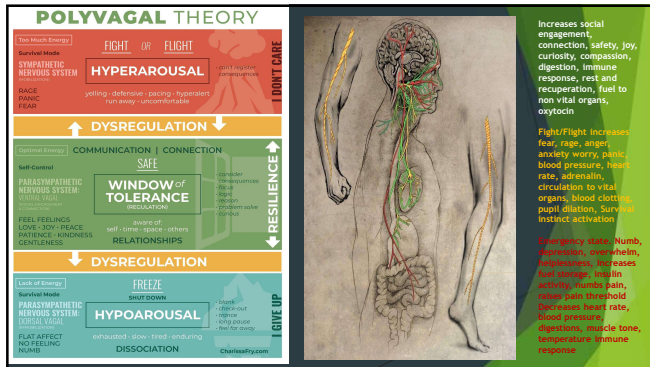
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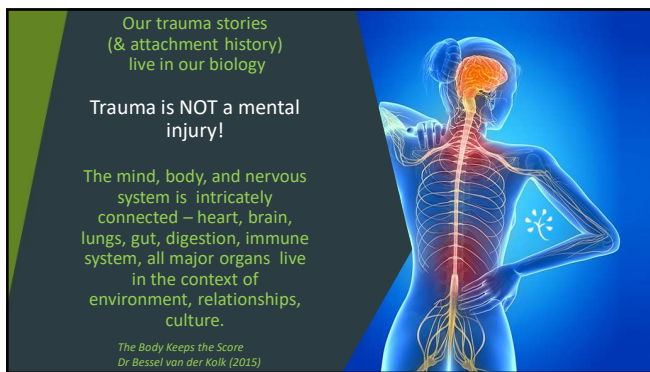
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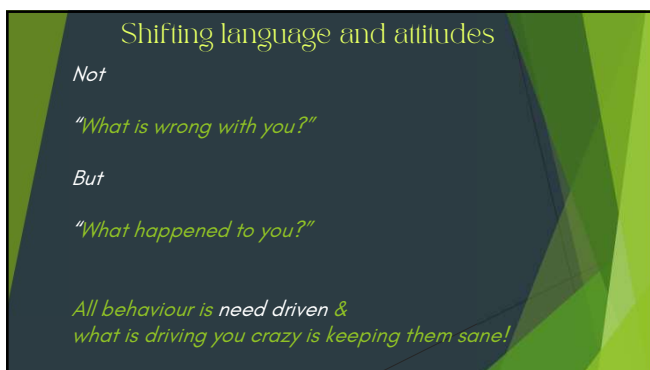
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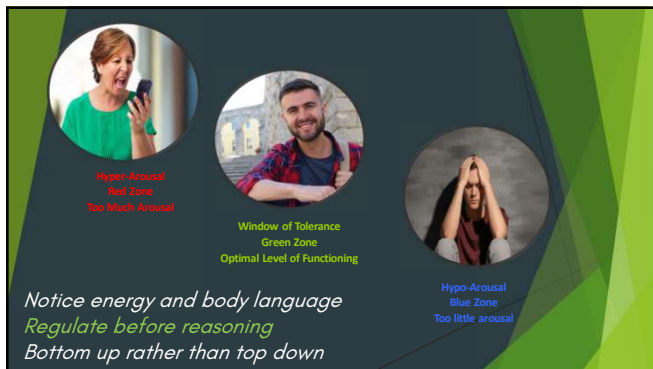
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Shifting language and attitudes

Behaviour - "they get mad easily"

- "Always wants own way" vs fearful: I wonder what's causing the fear?

Behaviour - wants constant validation and approval

- Insecure and needy/attention seeking vs I wonder if there has not been sufficient validation to trust their worth

Behaviour - doesn't turn up, doesn't answer phone, hard to engage

- Noncompliant - or hypo aroused? Disengaged or not interested in what we are "selling".
- What is driving you crazy is keeping them sane. All behaviour is "need driven"

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Shifting language and attitudes

"All traumatic events are stressful, but **not all stressful events are traumatic.**"

An event is traumatising or re-traumatising, only if it renders one **diminished**, which is to say physically or psychically more limited than before **in a way that persists.**"

Dr Gabor Mate
The Myth of Normal
(2022)

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Helping ourselves and other people to navigate emotions with discernment

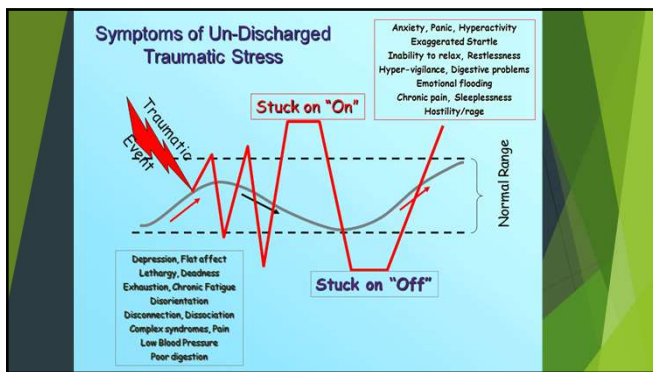
Am I “traumatised” or am I stressed?

Am I “traumatised” or am I overwhelmed?

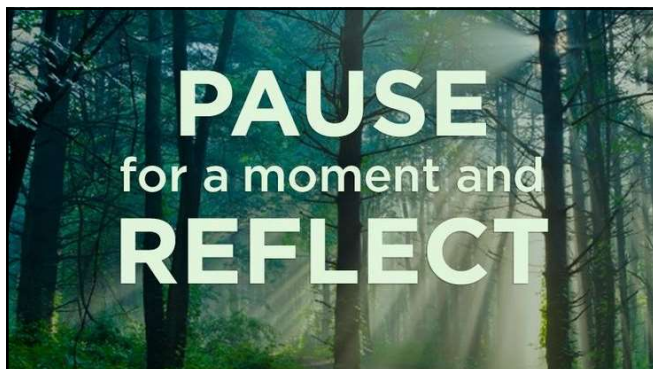
Am I “traumatised” or am I triggered?

Am I “traumatised” or am I uncomfortable?

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When the emotional reaction is greater than the issue at hand




We know the past is present in the room

We are responsible to know & manage our own triggers

What do we need?
Who do we trust to go to for support if unable to get clear?
Are we able to appropriately co-regulate our colleague/staff member

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SOCIAL SKILLS
SELF-AWARENESS
SELF-REGULATION
EMPATHY
MOTIVATION



EMOTIONAL INTELLIGENCE

- A person's ability to know themselves, to understand one's own emotions and the emotions of another
- Self awareness and ability to manage and regulate own's own emotions
- Empathy for others and ability to attune to another's experience
- Motivated to collaborate and co-operate in groups

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Know yourself

How well do you know your emotional triggers?

How well do you know what your triggers are connected to?


How do you manage triggers in the workplace?

Are you open to feedback and critique?

What reflective practices are you incorporating?

Do you have your own supervision?

Are you aware of your power and how you use it?



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Self Leadership


Self-regulation or self-leadership, is me leading me.

It can be defined as the ability to respond to ones own thoughts, feelings & actions in flexible ways to respond rather than react.

You are empowered to first meet yourself with compassion, so you can respond wisely. Know yourself.

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HOW TO CONTROL EMOTIONS AT WORK



1. Recognise your triggers
2. Pause
3. Practice mindfulness, breathe
4. Focus on solutions, what do you need? How do you "power with" self and others?
5. Use empathy for self and others
6. Reframe any critical or negative internal voices
7. Set boundaries for self and others

Infographic: Hava Maloku


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Know when you are shutting down & take action to recharge



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Know your own nervous system,
identify the signs of overwhelm!



Saturated?


We need to metabolise our stress
every 24 hours!

Your stress sits in your
nervous system & body

Trauma Stewardship - Laura van Dermoot-Lipky

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Moving the body to metabolise
stress



Our bodies
and nervous
system
needs to
move!

We need movement to metabolise,
every 24 hours we need to metabolise stress
12 minutes a day is all that is needed!

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What's nourishing? What's draining?



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There is no one size fits all



How we process our stress and exposure to suffering is subjective, individual, unique to you and only you know what is useful, empowering.

You are the expert of your experience and what you need!

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PAUSE
for a moment and
REFLECT



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Morning
Tea
Break

(Choose a green card)




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Embodied leadership working collaboratively with the body

"When you pay attention to your internal feedback, you not only enhance your emotional intelligence but can learn to carry this wisdom into the world in a manner that enhances your health and relationships".

Dr. Arielle Schwartz
The Neurobiology of trauma



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TRAUMA: IFS & THE NERVOUS SYSTEM

Internal Family Systems
Polyvagal Theory

FLIP PROTECTORS
(FLIGHT, FIGHT, FREEZE, FLOOD)
These protectors are activated when the system feels unsafe. They are designed to protect the system from harm by initiating a survival response.

FIX PROTECTORS
(FIXATION, FIGHT, FLOOD, FREEZE)
These protectors are activated when the system feels unsafe. They are designed to protect the system from harm by initiating a survival response.

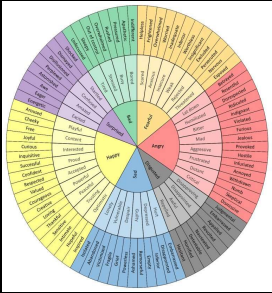
SELF-LED
The system is able to regulate its own state and maintain a sense of safety and connection.

SELF
The system is able to regulate its own state and maintain a sense of safety and connection.

I CAN'T
I HURT
I MUST
I CAN
I AM

• COLLAPSE
• SUBMIT
• FREEZE
• FIGHT
• FLIGHT

Seeking safety via DISCONNECTION
Seeking safety via ACTION
Seeking safety via CONNECTION



Ruth Culver: Survive Spiral - Gottman and Gottman Feelings Wheel

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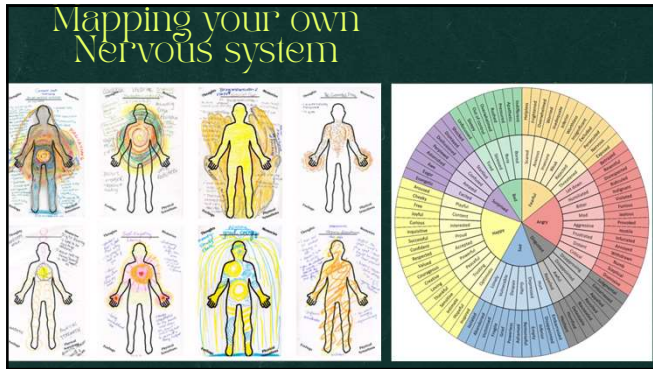
Reconnecting with our own bodies



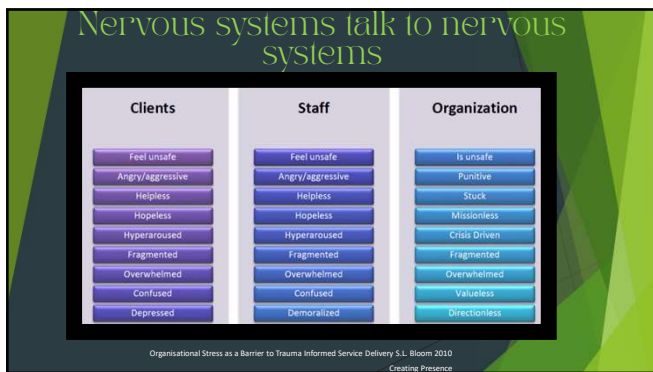
"Treating Trauma & Addiction with Felt Sense Polyvagal Model" Jan Winhall
Polyvagal Institute



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WE ARE BORN WITH ONE BIOLOGICAL
IMPERATIVE WE NEVER OUTGROW



Attunement, validation, empathy

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Co-regulation –

When someone is dis-regulated they need bottom-up approach
Regulate before reasoning, nervous system attunement
Is required to bring back to green zone

Trauma informed schools

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Triads

Practicing presence:

- Decide who is A and who is B and who is C
- Person 'A' will share a something that is a challenge in their work
- B will practice and demonstrate empathic presence, with no words
- C will observe, we will swap roles once, notice what you see and feel.

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How you respond as a leader matters!

- Modelling empathic curiosity
- Embrace “safe to learn” culture
- “power with” not “power over”
- No blame approach
- Presence – nervous systems talk to nervous systems
- Empathy with boundaries

THE CORE PRINCIPLES

OF HUMAN AND ORGANISATIONAL PERFORMANCE

- PEOPLE MAKE MISTAKES
- CONTEXT DRIVES BEHAVIOUR
- LEARNING IS VITAL
- HOW WE RESPOND MATTERS
- BLAME FIXES NOTHING

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PAUSE

for a moment and

REFLECT

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Trauma is the expectation not the exception.

SCREENING
Inquiry about current & lifelong abuse, PTSD, depression and substance use.

ENVIRONMENT
Calm, safe, empowering for both patients and staff.

FOUNDATION
Trauma-informed values, robust partnerships, clinic champions, support for providers and ongoing monitoring and evaluation.

RESPONSE
Onsite and community-based programs that promote safety and healing.

Our Clinic

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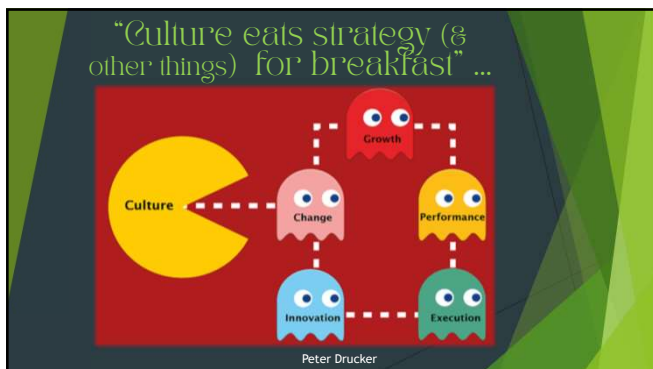
Culture

“Trying to implement trauma informed practices without first implementing trauma informed organisational culture change is like throwing seeds on dry land”

TIC, UK



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Signs a system is not trauma-informed

- Clients are labelled and pathologised as “manipulative”, “needy”, “attention seeking”, “drug seeking”, “over emotional”, “problematic”
- Misuse or over use of displays of power – security, demeanour, tone, talking down to
- Staff believe their key role is “rule enforcement” (tone in setting boundaries)
- Emphasise ‘compliance’ rather than ‘collaboration’
- Agencies disempower and devalue staff who then “pass on” that disrespect to service recipients

(Fallot & Harris, 2002
Trauma Recovery & Empowerment model TREM)



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Why trauma informed leadership?

"A truly trauma informed leader becomes a Student of Pain."

This means...

The cost of not being a trauma informed leader is high!

- Poor organisational health
- Lost productivity
- Staff ill health
- Absenteeism / Presenteeism
- Cynicism & burnout
- Toxic culture
- Staff turnover
- Flow on impact to clients
- Compromised client centred care
- Re-traumatised clients

A program, organization, or community that:

- 1) **Realizes the importance of recovery**
- 2) **Recognizes and addresses the needs of families, staff, and others involved**
- 3) **Responds by fully integrating knowledge about trauma into policies, procedures, and practices; and**
- 4) **Seeks to actively resist re-traumatization.**

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How do you practice these principles?

- *Individually
- *Organisationally
- *Culturally

1. SAFETY 2. TRUSTWORTHINESS & TRANSPARENCY 3. PEER SUPPORT 4. COLLABORATION & MUTUALITY 5. EMPOWERMENT VOICE & CHOICE 6. CULTURAL, HISTORICAL & GENDER ISSUES

How might these principles influence your leadership?
What does this look like in your organisation?
What would be your work area?

SAMHSA TIC 6 Principles

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The 6 Principles simplified ...

- Acknowledgement**
("I will be heard")
- Support**
("I can get the help I need")
- Trust**
("I will be treated fairly")

(Katharine Manning, Harvard Business Review)

"Trauma informed workplaces offer a sanctuary of safety and support, a place where people can bring their whole selves and be valued for who they are not just what they do".

Sandra Bloom - Creating Presence

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10
Domains
for
reflection
and
alignment

Governance & leadership

Policy

Physical environment

Engagement and involvement

Cross sector collaboration

Screening, assessment & treatment services

Training and workforce development

Progress monitoring and quality assurance

Financing

Evaluation

TICPOT free resource

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Client centred reflection

Review the experience of the people you serve

Consider the path of a person through your program

What are the possible experiences of powerlessness on that path?

What are the opportunities for choice and empowerment?

How do they experience the principles of trauma informed care?

Safety

Trust
worthiness

Peer
Support

Collaboration


Empower
ment

Cultural
Power



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Reflections



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Measure the immeasurables:

- Kindness
- Doing dignity with people
- Humanising people
- People being witnessed
- Ethical work
- Holding hope and sharing hope
- Structuring safety with people
- Caring about your team

Pay attention to the stuff that doesn't get measured
Consider what is not happening because
of the work you and your teams
are doing

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PAUSE
for a moment and
REFLECT


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TRAUMA STEWARDSHIP

The demand will always be greater than the resources,
the limitations must be accepted and acknowledged,
then we need to consider what will sustain us in the light of this reality.

"Connection and attunement is a biological imperative"

Dr Stephen Porges



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Courage & Discomfort Death & Darkness

"Pain is not the enemy. In fact, pain is inherently compassionate as it tries to alert us to what is amiss."

Healing, in a sense, is unlearning the notion that we need to protect ourselves from our own pain.

In this way compassion is a gateway to another essential quality: courage."

Gabor Mate
| The Myth of Normal



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"Safety is not the absence of threat ... it is the presence of connection"

trauma informed leader:

- Fosters safety
- Builds trust
- Consults widely
- Practices self awareness
- Knows their own triggers and how to regulate
- Understands the signs and symptoms of trauma
- Advocates for processes and procedures that actively resist re-traumatisation
- Reviews processes from **client centred** approach
- Attends to debriefing, coregulation and connection after critical incidents
- Will actively advocate for trauma informed lens
- Is unafraid of holding space for challenging conversations
- Will support collective care and solidarity
- Will consider where there are power over attitudes and practices
- Is the calm in the storm – you don't have to be perfect but be the anchor



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We must always balance outcomes with relationship



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Collective care & collective accountability

shouldering up the work

We are an eco-system


How might silo'd teams support the work you do to welcome people with complexity?



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A culture of collective care & accountability

Counting the times we didn't achieve what we hoped to,
Reflecting on what happened, sustaining collective ethics,
Designing a service response with the person living with complexity and trauma at the centre of our innovation, program development, waiting rooms, consult rooms, and *welcoming humans with empathy and hope*. This is trauma informed leadership



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What do you take away?

What is one thing you will do?

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Thank you! ✨

Email: jena@jenthompsonconsulting.com



For Cultural Trauma Training
please contact Jem Stone
Email: onelittlewarriorwoman@gmail.com



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Trauma Reading: ✨

Treating trauma and addiction with felt sense polyvagal approach – Jan Winhall

Decolonizing Trauma Healing –

Trauma & Recovery – Judith Herman

Trauma & Repair – Judith Herman

The Body keeps the score – Bessel van der kolk

The Myth of Normal – Gabor Mate

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