AN INTRODUCTION TO TRAUMA INFORMED CARE

County of Delaware
• Professionals who provide services for children, adults and families, it is very possible that many of those we serve have experienced traumatic events which has significantly impacted their lives (Lakeside Global)

• Research has showed that 67% of the population has experienced at least one Adverse Childhood Experience
  • These trauma-based adversities are predictive of a multitude of toxic physical, mental, and social outcomes throughout a person’s lifetime
  • As a society and as individuals, we need to be better informed and prepared to prevent and address the traumatic impact of childhood adversities (Lakeside Global)
AN INTRODUCTION TO TRAUMA INFORMED CARE

• So what do we mean when we say Adverse Childhood Experiences (ACES)?

  • We are going to start the conversation by viewing a video by Dr. Nadine Burke-Harris who helps us to understand the correlation these early childhood experiences such as physical abuse, emotional neglect or having a parent with a mental illness, and their affects on adult physical health
  
  • After the video, we will begin to discuss the affects of ACES/Trauma as well as reaction to Trauma/Stress called Compassion Fatigue. Then we will end by discussing the importance of Trauma Informed Care and steps you can take in your personal & professional life to decrease stress and increase your physical & mental wellbeing through various self-care strategies
An Introduction to Trauma Informed Care

Dr. Nadine Burke-Harris - How childhood trauma affects health across a lifetime

https://www.youtube.com/watch?v=95ovIJ3dsNk
EVENTS THAT CAN CAUSE TRAUMA

- Community Violence
- Complex Trauma (multiple/prolonged exposures)
- Domestic Violence
- Early Childhood Trauma
- Disasters (Natural ~ Tornadoes)
- Child Neglect
- Physical Abuse
- Refugee Trauma
- School Violence
- Child Sexual Abuse
- Terrorism
- Childhood Traumatic Grief (death of a loved one)
- System-Induced Trauma (how stakeholders are engaged & treated by service systems)
ACES: WHAT WE LEARNED

The Adverse Childhood Experiences (ACE) Study

**ABOUT THE STUDY:** What everyone should know!

Over 17,800 Kaiser Permanente members voluntarily participated in a study to find out about less stressful or traumatic experiences during childhood affect adult health. After all the identifying information about the patients was removed, the Center for Disease Control and Prevention processed the information the patients provided in their questionnaires.

**Here’s What We Learned:**

Many people experience harsh events in their childhood. 93% of the people who participated in the study had experienced at least one category of childhood trauma. Over 25% experienced 5 or more categories of trauma which we call Adverse Childhood Experiences (ACES).

- 35% experienced emotional abuse.
- 25% experienced physical abuse.
- 15% experienced sexual abuse.
- 31% experienced emotional neglect.
- 17% experienced physical neglect.
- 13% witnessed their parent's being treated violently.
- 27% grew up with someone in the household using alcohol and/or drugs.
- 8% grew up with a mentally ill person in the household.
- 35% had a parent who's报刊 or divorced.
- 5% grew up with a household member in jail or prison.

ACES counts to account for one-half to two-thirds of the adult problems with drug use. These factors the likelihood that girls will have sex before reaching 15 years of age, and that boys or young men will be more like to engage in teen pregnancies.

Adverse childhood causes mental health disorders such as depression, bipolar and post-traumatic stress disorder.

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The more categories of trauma experienced in childhood, the greater the likelihood of experiencing:

- Alcoholism and alcohol abuse
- Chronic obstructive pulmonary disease (COPD)
- Cancer
- Highway
- Poor health-related quality of life
- HIV/AIDS
- Schizophrenia
- Liver disease
- Adverse psychosocial outcomes
- Multiple severe problems
- Childhood behavioral disorders (CD/DV)
- Smoking
- Violence
- Suicide attempts
- Unintentional pregnancies

**If you experienced childhood trauma, you’re not alone.**

Talk with your family health practitioner about what happened to you when you were a child. Ask for help.

For more information about the ACE study, email acemisproject@kpmh.org, visit www.acemisproject.org, or the Centers for Disease Control and Prevention at http://www.cdc.gov/NCHS/ACEStudy
COMPASSION FATIGUE

Personally and professionally all of us are exposed to many different types of interactions and traumatic events.

This cumulative physical, emotional, and psychological effect of exposure to traumatic stories or events when working in a helping capacity or even in our personal relationships, combined with the strain and stress of everyday life can become overwhelming and can lead to Compassion Fatigue.

Compassion Fatigue is a state experienced by those helping people in distress.
COMPASSION FATIGUE

Also known as vicarious trauma, secondary traumatic stress, second hand shock and secondary stress reaction.

Compassion fatigue is different than burnout.

Burnout is predictable, building over time and resulting in work dissatisfaction, compassion fatigue has a narrower focus.
SYMPTOMS OF COMPASSION FATIGUE

• Becoming less productive & effective professionally
• Secretive self-medication/addiction (alcohol, drugs, food, sex, gambling, etc.)
• Becoming demoralized & questioning one’s professional competence & effectiveness
• Withdrawing socially & becoming emotionally disconnected from others
• Having client/work demands regularly encroach on personal time
• Feeling overwhelmed and emotionally exhausted
• Having disturbing images from cases intrude into thoughts & dreams
• Becoming emotionally detached & numb in professional & personal life
• Increased problems in personal relationships
SYSTEM INDUCED TRAUMA

• Compassion Fatigue affects those in helping professions and can be transferred to those that we serve through our engagements and interactions. This is called System Induced Trauma
  • This type of trauma occurs when the systems that were designed to assist individuals end up causing trauma
  • Because professionals view the system as providing protection and support, they do not always recognize the potential for damage that exists within many common procedures and practices
  • In order to help victims avoid being re-traumatized by the system or service we provide, it is important to understand and to put into practice the 5 core principles of Trauma Informed Care
Now that we know the definition of trauma, the different types including system induced trauma, how early adverse experiences can affect our physical & mental health long term, symptoms of compassion fatigue, how do we begin to address this in the workplace?

We do this through a Trauma Informed Care (TIC) Approach

So what is Trauma Informed Care?

Involves the recognition of the pervasiveness & significance of individually based trauma, and a commitment to relationships, programs, and interventions that seek to mitigate the effects of past trauma & prevent re-traumatization (Hodas, 2014)
TRAUMA INFORMED CARE

• Through the development of trauma-informed organizations and staff, we can practice “universal precautions” that recognize the pervasiveness of trauma, that reduce the potential for re-traumatizing others, and that help to make the service experience less overwhelming and more effective (Maine THRIVE, 2008)

• By changing our orientation from “what’s wrong with this individual” to “what has happened to this individual” and by applying trauma-informed principles: safety, trustworthiness, choice, empowerment, collaboration, and cultural and gender responsiveness (Fallot, 2008) across our agencies we increase engagement, motivation, and participation (Hodas, 2014)
Providing trauma-informed care can “alter an individual’s self-perception, world-view, residual symptoms, and even brain functioning” (Hodas, 2014)

• Through starting the journey to become trauma-informed, our agencies and staff will benefit also from learning about how trauma affects staff, how to reduce compassion fatigue/burnout, and how to support staff to address secondary trauma.

• By using trauma-informed care to guide our relationships and support within our agencies, we can increase employee well-being, morale, retention, productivity, and recruitment. (Maine THRIVE, 2011)
HOW DO AGENCIES BECOME TRAUMA-INFORMED?

• Becoming a Trauma Informed Organization means making a commitment to enhancing the practices, policies, and culture of an organization.

• This type of enhancement requires that staff at all levels and in all roles modify what they do based on an understanding of the impact of trauma and the specific needs of trauma survivors.

• This type of enhancement also requires that staff, supervisors, and administrators enhance the way they treat one another and provide more supports and supervision for self-care and the secondary trauma experienced by staff.
HOW DO AGENCIES BECOME TRAUMA-INFORMED?

This process takes time and requires that an organization understand stages of enhancement and how to identify the organization’s own strengths and weaknesses.

The process varies from organization to organization and is a journey, not a destination. (Maine THRIVE, 2011)
HOW DO AGENCIES BECOME TRAUMA-INFORMED?

In a nutshell…

Trauma-Informed Care is about the attitude, beliefs, and way we work each day.

It leads us to be better human beings, better members of our communities, and it gives us the ability to heal, to forgive, and to be strong.

Many staff have experienced traumatic events, and we also need to heal.
HOW DO AGENCIES BECOME TRAUMA-INFORMED

When we are trauma-informed, we build our own resiliency and ability to bounce back, the resiliency of our co-workers, and our whole agency.

It means we focus on the needs of others, not the behavior. Trauma-Informed Care is a lens, like looking through your phone camera or a pair of glasses, on how we see people.

Instead of saying, “what’s wrong with you, we ask what’s happened to you?”
HOW DO AGENCIES BECOME TRAUMA-INFORMED

It takes everyone to make a difference!

Every contact we have with others and with one another will affect us in one of two ways:

- Contribute to a safe, trusting, and healing environment or
- Distract for a safe and trusting environment

No one working in our organization is unimportant

- We all play a role in helping people heal and make progress in their lives
- We all matter when it comes to creating a safe, trusting, and healing environment
So what are some things we can do to begin to look through a Trauma Informed Care lens both personally and professionally?

• First, we will take a survey called the annual Organization Assessment which will help us identify which areas in Trauma Informed Care we need to work on as an agency

• Attend a training called Trauma 101 to better learn about ACES and the philosophy of trauma informed care

• Develop Self-Care and Individual prevention strategies which help us stay healthy

• Implement TIC within our personal relationships and work we do here at the County
NEXT STEPS

• Staff are encouraged to learn more about the importance of self care by taking advantage of the County’s Wellness Program, Discounted fees at the Freedom Valley YMCAs, and by developing & implementing strategies such as:
  • Focus on self-care by making a healthy diet, exercise, and regular sleep priorities which reduces adverse stress effects
  • Learning about relaxation techniques such as the importance of deep breathing, progressive muscle relaxation, and mindfulness which naturally decreases stress
  • Begin to establish a life balance by maintaining a diversity of interests, activities and relationships
  • Using the Trauma Informed Care Checklist to monitor your TIC approach
  • Time Management- set priorities & remain productive & effective
  • Incorporating the the tips & techniques for staying well into their lifestyle
TIPS FOR STAYING WELL

• TAKE CARE OF YOURSELF
• MAKE TIME FOR REST & RELAXATION
• AVOID OR LIMIT YOUR USE OF ALCOHOL, TOBACCO, OR OTHER DRUGS
• TAKE MEDICATIONS AS PRESCRIBED

• SEEK SUPPORT
• PLAN TO DO SOMETHING EACH DAY THAT BRINGS A SENSE OF ACHIEVEMENT
• MONITOR YOUR EMOTIONS
TECHNIQUES FOR STAYING WELL

• CONTROLLED BREATHING EXERCISE
• PROGRESSIVE MUSCLE RELAXATION
• GROUNDING
• MINDFULNESS
Relaxed Breathing

When we are anxious or threatened our breathing speeds up in order to get our body ready for danger. Relaxed breathing (sometimes called abdominal or diaphragmatic breathing) signals the body that it is safe to relax. Relaxed breathing is slower and deeper than normal breathing, and it happens lower in the body (the belly rather than the chest).

<table>
<thead>
<tr>
<th>In-breath</th>
<th>Pause</th>
<th>Out-breath</th>
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<td>1... 2...</td>
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How to do relaxed breathing

- To practice make sure you are sitting or lying comfortably
- Close your eyes if you are comfortable doing so
- Try to breathe through your nose rather than your mouth
- Deliberately slow your breathing down. Breathe in to a count of 4, pause for a moment, then breathe out to a count of four
- Make sure that your breaths are smooth, steady, and continuous - not jerky
- Pay particular attention to your out-breath - make sure it is smooth and steady

Am I doing it right? What should I be paying attention to?

- Relaxed breathing should be low down in the abdomen (belly), and not high in the chest. You can check this by putting one hand on your stomach and one on your chest. Try to keep the top hand still; your breathing should only move the bottom hand
- Focus your attention on your breath - some people find it helpful to count in their head to begin with (“In... two... three... four... pause... Out... two... three... four... pause...”)

How long and how often?

- Try breathing in a relaxed way for at least a few minutes at a time - it might take a few minutes for you to notice an effect. If you are comfortable, aim for 5-10 minutes
- Try to practice regularly - perhaps three times a day

Variations and troubleshooting

- Find a slow breathing rhythm that is comfortable for you. Counting to 4 isn’t an absolute rule. Try 3 or 5. The important thing is that the breathing is slow and steady
- Some people find the sensation of relaxing to be unusual or uncomfortable at first but this normally passes with practice. Do persist and keep practising
How Breathing Affects Feelings
The way we breathe is strongly linked to the way we feel. When we are relaxed we breathe slowly and, when we are anxious we breathe more quickly.

Normal breathing
When we breathe we take in oxygen (O₂) that is used by the body. This process creates carbon dioxide (CO₂), a waste product that we breathe out. When our breathing is relaxed the levels of oxygen and carbon dioxide are balanced - this allows our body to function efficiently.

Exercise breathing
Our breathing rate increases during exercise to take in more oxygen. The body uses the extra oxygen to fuel the muscles and so produces more carbon dioxide. The increased breathing rate leads to more carbon dioxide being expelled. This means that the balance between oxygen and carbon dioxide levels is maintained.

Anxious breathing
When we are anxious our breathing rate increases: we take in more oxygen and breathe out more carbon dioxide than usual. However, because the body is not working any harder than normal it is not using up any extra oxygen, and so it is not producing any extra carbon dioxide. Because carbon dioxide is being expelled faster than it is being produced its concentration in the blood goes down (leading to a temporary change in the pH of the blood called respiratory alkalosis). This change in CO₂ blood concentration can lead us to feeling unpleasantly light-headed, tingly in our fingers and toes, clammy, and sweaty.

When our breathing returns to its usual rate the levels of carbon dioxide in the blood return to normal, and the symptoms resolve. You can deliberately relax your breathing to feel better.

Relaxed breathing instructions
1) Sit or lie down comfortably. Close your eyes if you would like to
2) Breathe slowly and steadily in through your nose for a count of 4
3) Hold your breath for a count of 2
4) Breathe out slowly and steadily for a count of 4
5) Repeat for a few minutes

http://psychologytools.com
Progressive Muscle Relaxation

Our bodies respond automatically to stressful situations and thoughts by becoming tense. The opposite relationship also works: a good way of relaxing the mind is to deliberately relax the body.

In a progressive muscle relaxation each muscle group is tensed in turn, and the tension is then released. This relaxes the muscles and allows you to notice the contrast between tension and relaxation.

Relaxation should be enjoyable so if any part of the exercise is too difficult skip it for the moment. If you have any injuries you may wish to leave out that part of the exercise.

Preparation
Lie down flat on your back, on a firm bed, a couch, or on the floor. Support your head and neck with a pillow or cushion. Alternatively sit in a comfortable chair with your head well-supported. Close your eyes if you are comfortable doing so.

Instructions
Focus your attention on different parts of your body in sequence. Go through the sequence three times:

1) Tense & release: Tense that body part, hold it for a few moments, then relax

2) Lightly tense & release: Tense that body part with just enough tension to notice, then relax

3) Release only: Just pay attention to each muscle group and decide to relax it

Recommended sequence
1 Right hand & arm
   (clench the fist & tighten the muscles in the arm)
2 Left hand & arm
3 Right leg
   (tense the leg, lifting the knee slightly)
4 Left leg
5 Stomach & chest
6 Back muscles
   (pull the shoulder blades back slightly)
7 Neck & throat
   (push the head back slightly into the pillow/surface)
8 Face
   (crunch up the muscles in your face)
Grounding Exercise

For use during a panic attack, when you need to stay calm, or anytime you feel “disconnected” from your body.

Look around you. Identify + name:

5 things you see
4 things you feel
3 things you hear
2 things you smell
1 thing you taste

puzzlepeacecounseling.com
Mindfulness

Mindfulness is the practice of becoming more fully aware of the present moment, in a non-judgmental way, rather than being preoccupied with intrusive thoughts, worries and concerns. It involves practicing some basic techniques in order to heighten awareness of the senses (for example, really noticing your breathing, feeling the sensations of your body), and being ‘in the now’. Mindfulness has origins in Eastern philosophy and Buddhism. It has been used in the West as a means of personal development for many years, and is now being increasingly taken up in education and professional development, as a stress management technique, and for its psychological benefits in therapy and personal performance.

Mindfulness is developed through daily living. Any practice which helps to calm the inner thoughts, silence our inner voice, and focus on the present moment can be used to develop mindfulness. Here are some exercises to start.

**MINDFULNESS EXERCISES**

**Meditation**

Get into a comfortable position where you can relax completely but remain awake. Close your eyes and clear your mind (it gets easier with practice). When any thoughts come, simply put them aside. Keep letting go of thinking this way. It can help to visualise, say, a clear blue space with no details. At first your mind will be busy, with practice the quiet spaces will expand. Enjoy the internal silence. Avoid judging yourself, just keep at it for a few minutes a day, extending the time in a way that seems right as you get more proficient. Congratulations, you’ve started meditating.

**Visualisation**

At a time when you can practice undisturbed, sit or lie comfortably. Then create a mental image of a time and place where you felt safe, warm, secure and peaceful, with only pleasant feelings. It can be based on a real experience, or you can create a ‘special place’ which is only available to you. Make it vivid. Use all your senses to imagine that you feel, for example, the sunshine, the breeze, whatever feels enjoyable. Picture the colours, hear the sounds. Practise visualising this scene as often as you can. When you want to feel calm then think of this scene and imagine it for a short while. Then return your thoughts to the matter in hand. The sense of calm should stay with you and enable you to cope better with whatever comes.

**Breathing**

Focus on your breathing, use the diaphragm. Imagine your torso as a bottle, with water being poured into it. Breathe in to the count of four as it fills from the bottom (diaphragm). As you breathe out, to the count of six, it emojis from the bottom. Continue this for one to three minutes.

**Study your experience**

Use daily routines to enhance awareness. For example hold your cup of coffee in both hands. Focus all your attention on your experience; the warmth you feel in your hands, on your face as you bring the cup to your lips, the liquid as it flows into your mouth. Notice all the sensations, how the drink affects your nose, mouth, the position of your hands. Notice what it is like to really experience this daily habit. Continue drinking in a mindful way. It will help you to focus your attention on the moment so that distracting thoughts move away. You can use this with any routine task, housework for example.

Benefits of Mindfulness include increased self-awareness and self-acceptance, more confidence, and composure in the face of difficulties. It helps with stress reduction, depression, anxiety and life’s challenges, and helps improve concentration and performance. It brings an enhanced appreciation of life.

www.barrywinbolt.com © Barry Winbolt 2010
50 Ways to Take a Break

- Listen to Music
- Take a Nap
- Watch the clouds
- Write a Letter
- Go to a body of water
- Pray
- Let off a sigh
- Sit in Nature
- Move twice as slowly

- Learn Something NEW
- Read a Book
- Notice your Body
- Buy some flowers
- Find a relaxing scent
- Write in a Journal
- Take deep belly breaths
- Call a Friend
- Meander around Town
- Go for a run
- Create your own Coffee Break
- Read or watch something funny
- Color with crayons
- Drive somewhere NEW
- Drive somewhere old
- Go to a Farmer's Market
- Go to a Park

- Examine an everyday object with fresh eyes
- Take a bike ride
- Go to a coffee shop
- Engage in small acts of kindness
- Make some music
- Climb a tree
- Let go of something
- Art on some music and dance
- Give Thanks
To begin implementing the principles of Trauma Informed Care, staff can do a self assessment using the Trauma Informed Checklist.
TRAUMA INFORMED CHECKLIST

• Am I committed to prompting the safety of others?
• Do I want to guide & empower others, or do I want to control them?
• Am I respectful & trustworthy in my interactions with others, even when there is a disagreement?
• Do I mostly listen, or do I mostly preach to others?

• Do I use power or threats to gain “compliance” or do I try to engage & motivate others so that we can work together & collaborate?
• Do I try to understand why a person is struggling, including by considering issues of trauma or do I focus primarily on their behaviors?
• Am I able to offer hope to others without disqualifying the reality of their life experience to date?
TRAUMA INFORMED CHECKLIST

• Am I able to identify strengths in others and help them recognize these also?
• Do I encourage others, consistent with their age and developmental level, to think positively about their life, exercise personal choice and identify positive goals?
• Do I help others to express themselves, advocate for themselves, and develop other important life skills?
• Do I follow the 5 core TIC principles in my interactions with other professionals & with my colleagues, supervisor, and others?
• Do I model the 5 core principles in my interactions with parents, guardians, and other stakeholders?
• Do I know the resources to help those we serve identify & engage in natural & community supports?
WHAT ARE THE OUTCOMES OF BEING TRAUMA INFORMED?

We always want to provide our customers/stakeholders a great experience in the services that we provide.

• By using the 5 principles of Trauma Informed Care:
  • We decrease the likelihood of System Induced Trauma
  • We increase the opportunity for Compassion Satisfaction
    • The sum of all the positive feelings a person derives from helping others
  • Better physical and emotional health
  • Increases employee well-being, morale, retention, productivity, and recruitment
BECOME A TRAUMA INFORMED CARE CHAMPION

Be a trauma-informed care champion!

- Understand the prevalence and impact of trauma
- Promote safety
- Share power
- Pursue the person's strengths, choice, and autonomy
- Respect human rights
- Flexible holistic care
- Embrace diversity
- Heal
- Earn trust

Empowering, Engaging, Effective.
Wisconsin Department of Health Services
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