

ASSUMPTIONS,
PRINCIPLES,
& VALUES



TRAUMA-INFORMED ORGANISATIONAL CULTURE

A PARADIGM TRANSFORMATION
A DIFFERENT LENS

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THE FOUR R'S

A program, organisation, or system that is trauma-informed **realises** the widespread impact of trauma, stress, & adversity, & understands potential paths for healing & recovery. **Recognises** the signs & symptoms of trauma in staff, clients, & all others involved in the system. Actively **resists** re-traumatisation (Committed to being trauma-reducing instead of trauma-inducing). **Responds** by fully & meaningfully integrating, embedding, & infusing knowledge about trauma into policies, procedures, language, culture, practices, & settings (SAMHSA, 2014 - Adapted by Dr Karen Treisman).

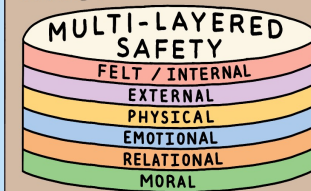
There also needs to be respect, an expectation, & an acknowledgment that the journey to become & sustain being trauma-informed & trauma-responsive is complex, slow, dynamic, evolving, messy, & multi-layered.

Therefore, it requires work, skill, time, shared vision, investment, sensitivity, adaptability, commitment, hope, & so much more (Treisman, 2018).



The principles & values are relevant to all people in all roles; & should also be reflected in all aspects of the organisation from the mission statement, to team meetings, to recruitment (See Weaving & Infusing Worksheet).

TRUST &



ACKNOWLEDGING,
HOLDING, &
CELEBRATING



RELATIONSHIP-FOCUSED

RELATIONAL
TRAUMA
REQUIRES
RELATIONAL
REPAIR
(TREISMAN, 2016)



CURIOSITY,
REFLECTIVENESS,
EMPATHY,
COMPASSION, &
UNDERSTANDING



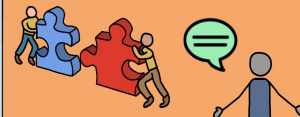
BEHAVIOUR IS
COMMUNICATION



CULTURAL HUMILITY
& RESPONSIVENESS



COMMUNICATION,
COLLABORATION, &
TRANSPARENCY



AGENCY CHOICE



MASTERY VOICE
(AT MULTIPLE LEVELS)

INTEGRATION

