



Delivering Trauma-Informed Care in an Employment Context

A Nation That Works

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Midwest Harm Reduction Institute





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Why Trauma Informed Care?



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Trauma Informed Care

- A program, organization, or system that:
 - *Realizes* the widespread impact of trauma and understands potential paths for recovery;
 - *Recognizes* the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
 - *Responds* by fully integrating knowledge about trauma into policies, procedures, and practices;
 - *Seeks to actively resist re-traumatization.*

Substance Abuse and Mental Health Services
Administration (SAMHSA)



What is Trauma?



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What is Trauma?

Traumatic events are:

- Sudden, unexpected, and perceived as dangerous
- Involve a threat to one's physical or mental well-being through violence or threat of violence
- Overwhelming, make an individual unable to manage the daily business of life as a result
- Subjective, defined by the survivor's experience





Types of Trauma

- Witnessing or experiencing a traumatic event
- ***Acute traumatic stress***
 - Generally involves one time traumatic experience (car accident or natural disaster)
- ***Complex trauma***
 - Prolonged or multiple traumatic events; often involving a caregiver or personal relationship (neglect, physical or sexual abuse)



Events That Can Be Traumatic



- Sexual abuse
- Severe neglect
- Physical abuse
- Domestic violence
- Witnessed violence and cruelty to others
- Community violence
- Deprivation caused by extreme poverty
- Incarceration
- War
- Natural disaster
- Loss of homeland
- Serious emotional and psychological abuse
- Repeated abandonment or sudden loss
- Rape (sexual assault)
- Substance use
- Homelessness





Adverse Childhood Experience Study (ACES)

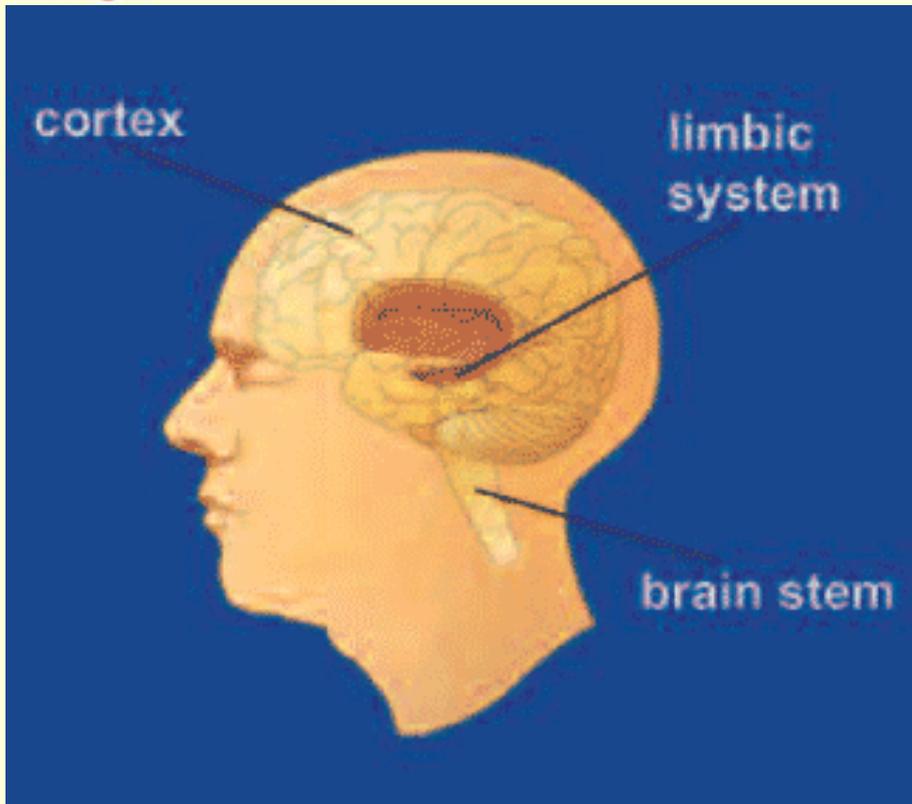
- ACES includes Abuse, Neglect, and Household dysfunction
 - 2/3 of people have experienced one
 - 12.5% of people have had 4 or more
 - Increases risk of health issues like heart & liver disease, depression, alcoholism
 - Take the ACE Quiz: <http://www.npr.org/sections/health-shots/2015/03/02/387007941/take-the-ace-quiz-and-learn-what-it-does-and-doesnt-mean>
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Trauma Feels Like...

Captain Phillips Ending - You're Safe Now

https://www.youtube.com/watch?v=IJMDdT24_98

Trauma and the Brain



Limbic System

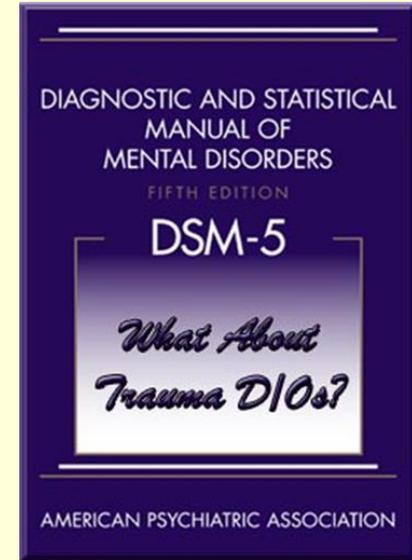
- Survival behaviors
- Alerts ANS (Automatic Nervous System) to activate flight, fight or freeze response
- Amygdala manages and stores intense, emotional memories
- Hypothalamus signals body to relax when the threat passes



PTSD: 4 Symptom Clusters

- 1) **Intrusion** (re-experiencing)
- 2) **Avoidance** (of stimuli)
- 3) **Hyperarousal** (aggression)
- 4) **Negative Cognitions and Mood**

- Estrangement from others
- Distorted feelings of blame, guilt, distrust
- Diminished interest in activities
- Inability to remember aspects of the event





Diagnostic Mnemonic: PTSD

Traumatic event experienced

Re-experiences (e.g., dreams, intrusive thoughts)

Arousal (e.g., hypervigilant, irritable, insomnia)

Unable to function (occupational, interpersonal)

More than a month (persistence)

Avoidance (of related stimuli; detachment)

(Khouzam, 2001)



What Does Trauma Look Like?

- hopelessness and despair, feelings of isolation and withdrawal, helplessness, and low self esteem

Sad

- paranoia, feeling totally different

Mad

- difficulty setting long-term goals, failure to accurately perceive danger which can go both ways, sometimes participants don't recognize dangerous situations and other times, they jump into fight-or-flight mode when it's not necessary

I've
been
had

Bad

- explosive anger and rage, hostility towards authority figures

“Difficult” behaviors as traumatic responses



Behavior

- Interpersonal conflicts, appears agitated
- Remains in abusive relationships or is repeatedly victimized
- Cutting off from sources of support, isolates
- Complains of unfairness, feeling targeted/blamed
- Feeling emotionally “out of control”, unpredictable responses

Traumatic response

- Irritability, restlessness, outbursts of anger or rage
- Revictimization (impaired ability to identify signs of danger)
- Detachment, feelings of shame and self-blame
- Loss of a sense of fairness in the world
- Affect dysregulation (emotional swings)



(Hopper, E.K. et al., 2010)



The Impact of Trauma

- Feelings
- Judgment
- Beliefs
- Frame of reference
- Memory & Perception
- Body & Brain

How Do We Respond?



i will face the worst in the world
with the best in myself.

deecClarknz.wordpress.com



Restoring Control

“Trauma robs the victim of a sense of power and control; the guiding principle of recovery is to restore power and control to the survivor. The first task of recovery is to establish the survivor’s safety.”

Judith Herman



Maslow's Hierarchy of Needs



Self-actualization

morality,
creativity,
spontaneity,
problem solving,
lack of prejudice,
acceptance of facts

Esteem

self-esteem,
confidence, achievement,
respect of others, respect by others

Love/Belonging

friendship, family, sexual intimacy

Safety

security of body, of employment, of resources,
of morality, of the family, of health, of property

Physiological

breathing, food, water, sex, sleep, homeostasis, excretion

Safety and Containment

- Know how to apply the brakes
- Establish safety where ever possible
- Begin with the body
 - Basic health needs
 - Regulate bodily functions
- Regulate affect
- Identify, increase resources
- Oasis – breaks from traumatic response
- Anchor – grounding resource
- Safe place – ideally an actual place client has visited





Trauma-Informed Emphasizes

- **Respect**
 - Validates experience, reduces shame
 - Prioritize safety, choice and control
 - Normalizes behaviors in a non-judgmental way
 - Emphasizes resiliency in human responses to stress
- **Information** – Resources, Empowerment & Control through skill development
- **Connection** – Healing power of relationships
- **Hope** – for participant and providers alike

(Saakvitne et. al, 2000)

Building Trust



- Patience
- Distrust is learned and to be respected
- Own your mistakes, acknowledge them
 - Be the opposite of the perpetrator
- Understand there is a power differential
- Setting reasonable and consistent boundaries with our participants





Trauma-Informed Employment Support

- Discuss common responses to trauma and its impact on health and well-being
- Identify possible triggers in the workplace
- Increase resources for managing painful or disruptive feelings
- Develop community partnerships with providers equipped to treat trauma
- Reflect on the impact of secondary trauma

(National Center on Domestic Violence, Trauma & Mental Health)



Self Care



**I can't believe I work this hard to
be this poor.**



Enjoy using www.lightweightfunny.com







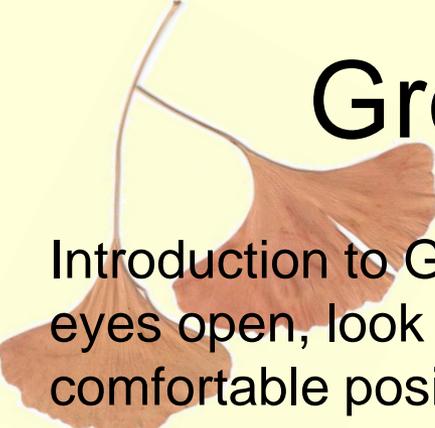
Trauma Impacts our Work

“Evaluating our response to trauma exposure is critical, because how we are impacted by our work in the present directly affects our work in the future.”

Laura van Dernoot Lipsky



You are here



Grounding Exercise Text

Introduction to Grounding: For this exercise, remember to keep your eyes open, look around the room as much as you like. Get into a comfortable position, put your feet flat on the floor, pull your back off the chair, and let your arms rest at your side.

(Mental Grounding) You are here. Today is _____. The date is _____ and you are located in _____. You are safe.

(Physical Grounding) Begin by noticing your body. Notice the way your feet can feel the floor, wiggle your toes and press your heels down to really notice it. Notice the places where your body touches the chair, notice what it feels like, describe it in your head...

(Mental Grounding) Look around the room and notice how many colors can you see in this room. Try to avoid making judgments about the colors you see, just notice that it is there and move on to the next one.

(Physical Grounding) Stretch your arms forward or above your head, whichever feels more comfortable for you. Notice where you feel the stretch, relax your arms.



References

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ACE Study, CDC Website: <http://www.cdc.gov/violenceprevention/acestudy/index.html>

Treatment Improvement Protocol (TIP) Series, No. 57. “Trauma-Informed Care in Behavioral health Services” Center for Sub. Abuse Treatment (US). Rockville (MD): SAMHSA (US); 2014: <http://www.ncbi.nlm.nih.gov/books/NBK207192/>

Resources

- National Center on Domestic Violence, Trauma & Mental Health, “A Trauma-Informed Approach to Employment Support: Tools for Practice”:
http://nationalcenterdvtraumamh.org/wp-content/uploads/2012/01/Tipsheet_Employment-Support_NCDVTMH_Sept2011.pdf
- Workplaces Respond, supporting workers in response to violence: <http://www.workplacesrespond.org/>
- Gift from Within Q&A on PTSD, sample accommodation letter: <http://www.giftfromwithin.org/html/FAQ-Work-Issues-Job-Searching-with-PTSD.html>
- Matt’s Mumblings, blog on trauma and social services: <http://coldspringcenter.org/mattsmumblings/>



Harm Reduction in the House

**Chicago
Fall 2017**

www.midwestharmreduction.org



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