

## PARALLEL PROCESS ACTIVITY

- Choose a scribe
- Review the description of parallel process and make check marks in the column that you feel appropriately describes your organization
- As you review your list, what could you personally do to help your organization reverse these processes?
- Share your findings with the other people at your table

√	CLIENTS	PROGRAM
	LACK OF SAFETY	LACK OF SAFETY: STAFF AND PATIENTS
	CHRONIC HYPERAROUSAL	CRISIS-DRIVEN ENVIRONMENT -RUNNING FROM CRISIS TO CRISIS, LACK OF PLANNING; MANAGING LIKE YOUR HAIR IS ON FIRE
	INCREASED AGGRESSION	INCREASED AGGRESSION: INJURIES, S&R; BLAMING AND PUNITIVE BEHAVIOR
	CHAOTIC INTERNAL ENVIRONMENT	CHAOTIC EXTERNAL ENVIRONMENT
	INABILITY TO SELF-PROTECT, REVICTIMIZATION	INABILITY TO SELF-PROTECT – REVICTIMIZATION, NO COLLECTIVE ACTION
	RISK-TAKING BEHAVIOR	RISKY RISK AVOIDANCE
	PHYSICAL SYMPTOMS	BROKEN, UGLY PHYSICAL PLANT
	SEXUAL ACTING OUT	SEXUAL MISCONDUCT
	INABILITY TO MANAGE EMOTIONS	NON-PARTICIPATORY DECISIONS, AVOIDANCE OF CHARGED ISSUES, BAD FEELINGS INTERFERING WITH PERFORMANCE
	IMPAIRED PROBLEM-SOLVING	SHORT-SIGHTED PROBLEM-SOLVING; FOLLOW THE LOUDEST VOICE, FORMULAIC SOLUTIONS TO COMPLEX PROBLEMS; QUICK FIXES

	POOR JUDGMENT	SILENCING OF DISSENT
	POOR COMMUNICATION SKILLS	BROKEN FEEDBACK LOOPS
	POOR RELATIONSHIPS	LACK OF ADEQUATE CONFLICT MANAGEMENT
	RELUCTANCE/INABILITY TO DISCUSS THE TRAUMATIC PAST – LOSS OF HISTORY	FAILURE TO RECOGNIZE TRAUMA IN CLIENTS/STAFF – LOSS OF HISTORY
	POOR BOUNDARIES	TOO LOOSE/TOO RIGID BOUNDARIES
	POOR SELF-CONTROL, SELF-DISCIPLINE	ACTING OUT, COLLECTIVE DISTURBANCE
	INABILITY TO SELF-CORRECT	LACK OF MEANINGFUL QUALITY ASSURANCE
	CHRONIC HELPLESSNESS	CHRONIC HELPLESSNESS, POOR MORALE
	PROBLEMS WITH AUTHORITY	INADEQUATE/AUTHORITARIAN LEADERSHIP
	NO WORDS FOR FEELINGS	PROBLEMS CANNOT BE DISCUSSED – ELEPHANTS IN THE ROOM
	FRAGMENTED MENTAL FUNCTIONS	FRAGMENTED SERVICE DELIVERY, FORGETTING KEY LESSONS FROM THE PAST, DISSOCIATED WHOLE BODIES OF KNOWLEDGE
	SENSE OF FORESHORTENED FUTURE	LOSS OF VISION, PURPOSE
	HOPELESS, HELPLESS, LOSS OF FAITH	HOPELESS, HELPLESS, LOSS OF FAITH, JUST GOING THROUGH THE MOTIONS, STAFF TURNOVER
	IDENTITY CONFUSION	NOT ON THE SAME PAGE
	ARRESTED GRIEF, RESISTANCE TO CHANGE	ARRESTED GRIEF, RESISTANCE TO CHANGE; NEW AND DIFFERENT STRATEGIES REJECTED
	TRAUMATIC REENACTMENT	REPETITION OF FAILED STRATEGIES

	INABILITY TO RECOGNIZE SUCCESS	NO SYSTEM FOR CAPTURING SUCCESS; NO PRAISE, NO RECOGNITION OF GOOD WORK
	FORESHORTENED SENSE OF FUTURE	UNCLEAR MISSION, DIFFUSE GOALS, EVERY MAN/WOMAN FOR HIM/HERSELF
	JOYLESS EXISTENCE; DEADLY SERIOUSNESS	NO FUN, DEADENING ENVIRONMENT

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