



# Foundations of Trauma Informed Care Workbook

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2024 Edition

[traumainformedoregon.org](https://traumainformedoregon.org)



**Purpose.** This workbook accompanies the Foundations of Trauma Informed Care videos at <https://traumainformedoregon.org/foundations-of-tic-videos/>. Viewers are encouraged to choose their own adventure with this resource. Follow along independently or engage a larger group and use the workbook questions as discussion prompts.

**Background.** The journey to becoming trauma informed requires deep inquiry and a commitment to growing on individual, interpersonal, and organizational levels. This workbook is designed to support the multi-layered learning process and has been created to accentuate an intentional focus on equity, resilience, and skill-building opportunities throughout. All questions and suggested activities are optional.

# 1. Trauma & Toxic Stress

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 <https://vimeo.com/1037341813>

In your own words, how would you define trauma?

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How does your body tell you that you are experiencing toxic stress?

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What reflections do you have around an expanded definition of trauma that includes toxic stress, plus a systemic, historical, and cultural context? Strengths? Limitations? Impacts?

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## 2. Intro to Trauma Informed Care (TIC)

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 <https://vimeo.com/1037341273>

*Rate your organization on a scale of 1 - 10 in each 'R,' 10 being as trauma informed as it gets.*

"A program, organization, or system that is trauma-informed:

- \_\_\_ Realizes the widespread impact of trauma and understands potential paths for recovery;
- \_\_\_ Recognizes the signs 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 & Mental Health Service Association (SAMHSA)*

In what ways do you already practice the Six Principles of TIC in your work?

Safety

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Trustworthiness & Transparency:

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Peer Support:

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Collaboration & Mutuality:

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Voice & Choice:

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Cultural, Historical, & Gender Responsiveness:

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### 3. Examples of Principles Applied

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 <https://vimeo.com/1037340519>

### 4. Neurobiology: Trauma & the Brain

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 <https://vimeo.com/1037335909>

There are four functions of the brain impacted by trauma and toxic stress:

**Executive Functions** – *Survivors and stressed brains may have more challenges with impulse control and decision-making.* How can we use this information to adjust our expectations of others and ourselves?

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**Sensory Awareness** – *When in an activated state, the senses become heightened.* What are easy adjustments we can make to our environments to lessen sensory input?

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**Attention** – *Sustained attention can be challenging for a stressed brain, while divided attention can come more easily.* How might this trauma response be misinterpreted?

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**Memory** – *Trauma can impair memory of facts, information, and working/short-term memory.* What are ways we can anticipate these challenges and adjust our behaviors to accommodate them?

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## 5. N.E.A.R. Science

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 <https://vimeo.com/1037335458>

How do you know when your nervous system is regulated?

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How do you know when your nervous system is dysregulated?

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How might your organizational practices and patterns impact windows of tolerance?

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## 6. N.E.A.R. Science Continued

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 <https://vimeo.com/1037334760>

How does your organization/program offer resilience promoting processes?

*(Examples: My program creates safer spaces for the community to come together. We offer living wages to all of our employees. My organization invests in culturally specific civic engagement opportunities. Etc.)*

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# 7. Introduction to Workforce Wellness

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 <https://vimeo.com/1037333753>

Identify any of the buffers you may have access to during your workday.

# 8. Trauma Informed Care as Organizational Culture Change

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 <https://vimeo.com/1037332824>

**PURPOSE:** What do you think is the purpose of trauma informed care? Take a couple moments to yourself to jot down some of your thoughts.

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**PICTURE:** Imagine your program, organization, or system has no barriers to becoming trauma-informed. Visualize how it feels and looks fully actualized in your setting.

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# GLOSSARY

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**Burnout:** The physical and emotional exhaustion that workers can experience when they have low job satisfaction and feel powerless and overwhelmed at work.

**Compassion Satisfaction:** Pleasure from being able to do one's work well, helping others through work, positive feelings about colleagues and contributing to the work setting or greater good of society.

**Disenfranchised Grief:** The grief that is not openly acknowledged, socially accepted or publicly mourned.

**Epigenetics:** The study of how our behaviors and environment can cause heritable changes that affect the way our genes work.

**Historical Trauma:** The cumulative emotional and psychological wounding over the lifespan and across generations, emanating from massive group trauma experiences.

**Historical Unresolved Grief:** The result of historical trauma that has not been sufficiently acknowledged, expressed, or otherwise addressed.

**Intergenerational Trauma:** A term used to describe the effects of trauma being passed from one generation to the next.

**Neuroplasticity:** The ability of the brain to reorganize itself, both in structure and how it functions.

**Parallel Process:** When two or more systems have significant relationships with one another and develop similar affects, cognition, and behaviors.

**Post Traumatic Growth:** Positive change experienced as a result of the struggle with a major life crisis or a traumatic event.

**Post Traumatic Slave Syndrome:** A theory explaining adaptive survival behaviors in African American communities throughout the United States and the Diaspora.

**Resiliency:** The ability to cope with stress & adversity; navigating and negotiating resources to sustain well-being meaningfully on both individual and collective levels.

**Secondary Traumatic Stress:** When providers exhibit symptoms similar to Post Traumatic Stress Disorder (PTSD) without having necessarily been exposed to direct trauma themselves.

**Trauma Informed Care (TIC):** An approach, based on the knowledge of trauma, aimed at ensuring environments and services are safe, empowering, and healing for service recipients and staff.

**Trauma Specific Services (TSS):** Programs, interventions, and therapeutic services aimed at treating the symptoms or conditions resulting from a traumatizing event(s).

**Vicarious Resilience:** The process in which service providers may experience positive influences, such as hope and increased self-efficacy, through their work with trauma survivors.

**Vicarious Trauma:** The profound shift in worldview that occurs in service providers when they work with individuals who have experienced trauma.