

Micro-Lessons for Trauma Informed Workplaces



School
of Social Work
PORTLAND STATE UNIVERSITY



Welcome!



Trauma Informed Oregon is a collaboration of university, public and private partners, individuals with lived experience, youth and family members that are committed to creating and sustaining a trauma informed system of care in Oregon.



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Regulate



Relate



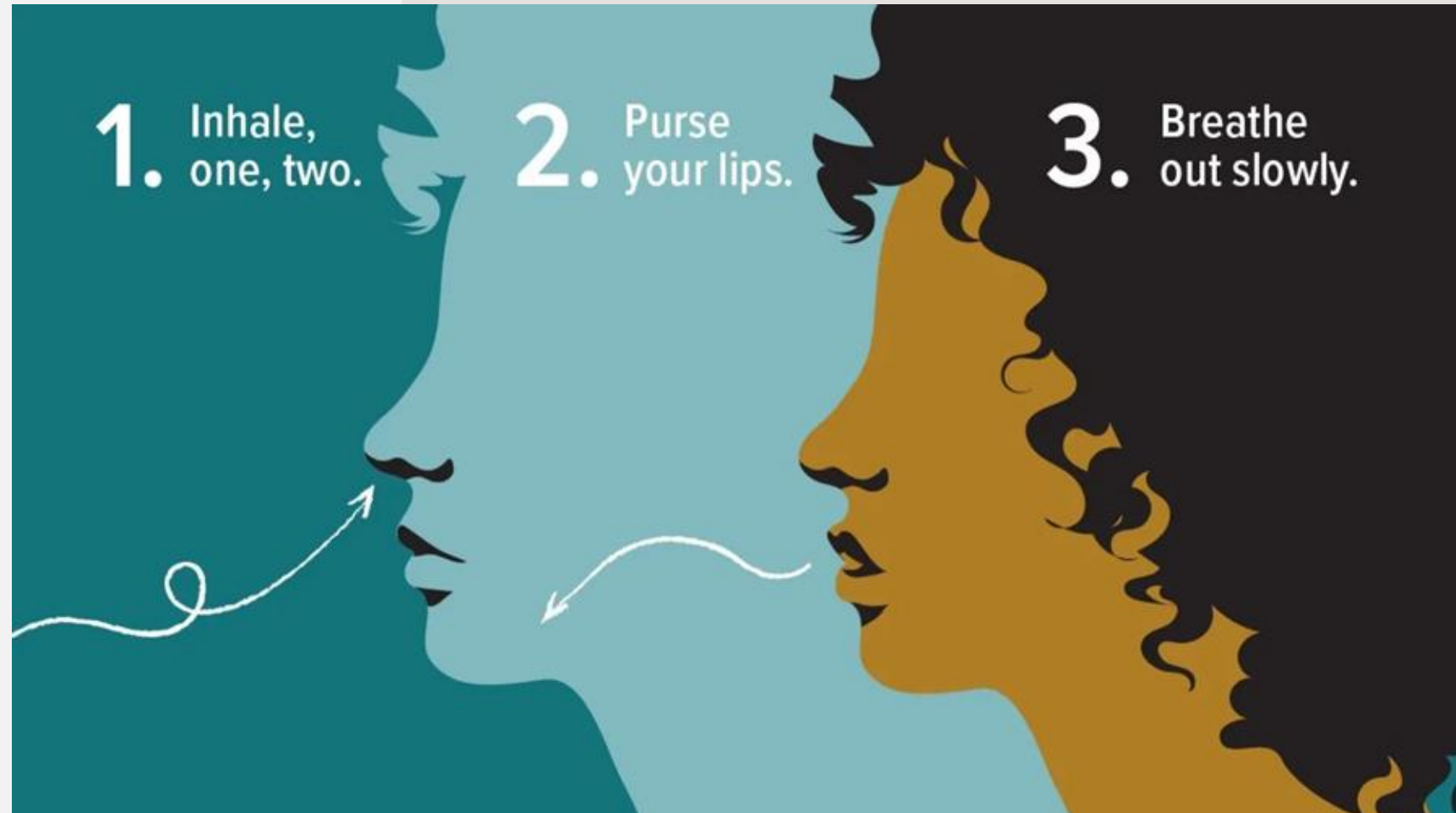
Reason





Regulate

You are invited to ground into this space however feels accessible and safe to you in this moment.





Relate

**Let's Introduce
Ourselves!**



Considerations

Please:

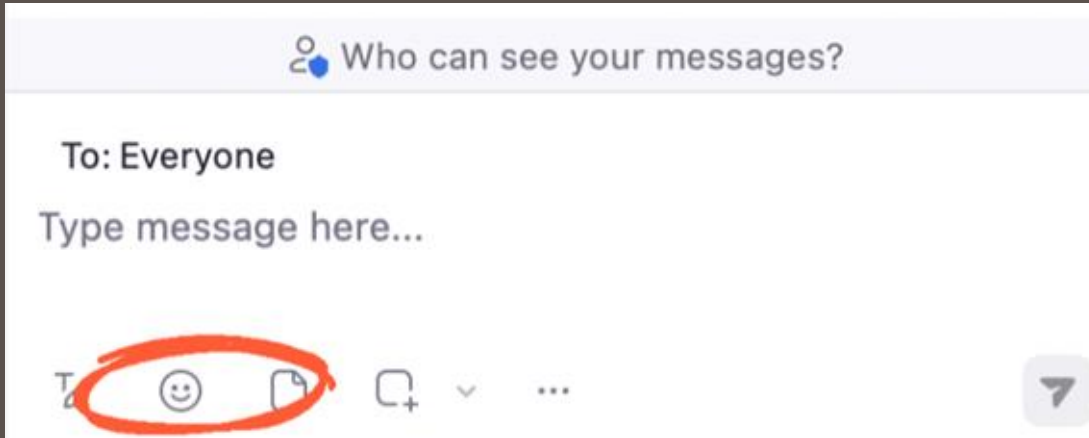
- ✔ **Take care of yourself as you see fit** (stand, stretch, hydrate, use the restroom, doodle, etc.)
- ✔ Know this learning is designed to be **interactive & voluntary**. Your participation is valued.
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While Online:

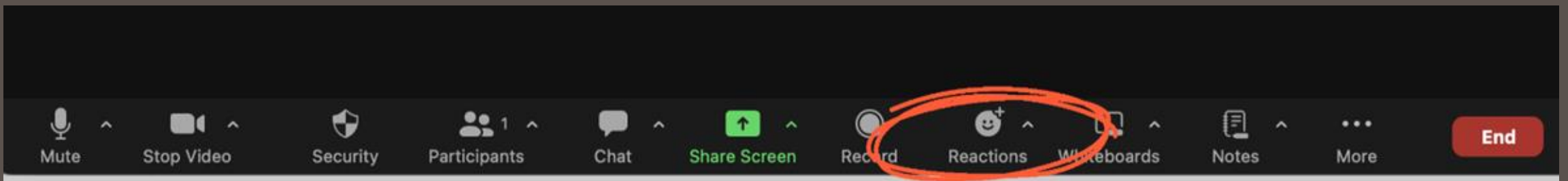
- ✔ Type questions in the chat and/or wait until Q&A time. Facilitators speaking may not be able to track the chat well but the co-facilitator will be engaged.
- ✔ Stay muted unless in a breakout room or invited to unmute. Facilitators may mute participants. Reaction buttons are appreciated & encouraged

How to Emoji

In the Chat Box:



As a "reaction":



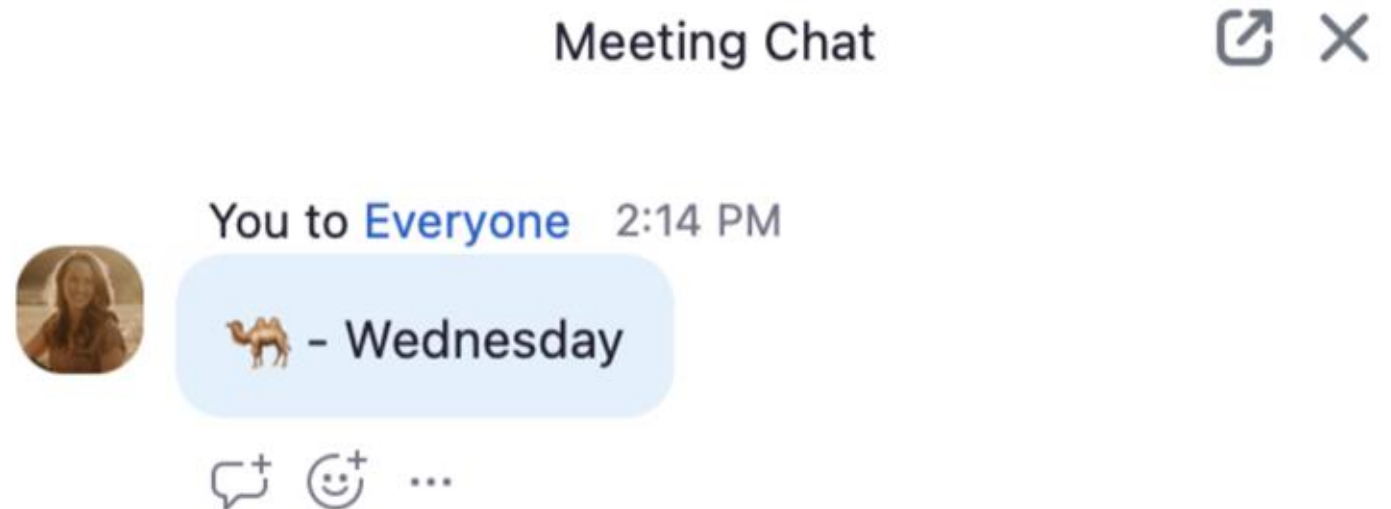
In the Chat Box

What emoji best
describes how
you are feeling
right now?

+

In one word, why?

Example:



Group Guidelines

Actively Listen & Engage



Be curious. Use "self-care" to stay alert & engaged, as much as possible. Use your energy to listen to what is said before thinking about how to respond. Notice when defensiveness and denial arise.

Notice Power Dynamics in the Room



Be aware of what you're contributing to the "we" space: From taking up too much emotional and airtime space or disengaging.

Make Space for Multiple Truths/Norms



Know there is no such thing as a single story. Speak your truth and seek an understanding of truths that differ from yours, with an awareness of how identity influences impact.

Confidentiality & Safety



Remember, "Stories stay, lessons leave."
Acknowledge that safety looks and feels different to everyone.

Reason



Prompts for Engagement

Watch for the symbols throughout!



**Group
Work**



Write



Chat

Prompts for Reflection



We must continually ask:



How might this **help?**



How might this **hurt?**



How might **identity
influence impact?**

Prompts for Awareness



What does trauma informed practice look like...



...intrapersonally?



...interpersonally?



...organizationally?

Today's Focus

Culture and Climate



May's micro-lesson zooms in on the fifth essential element of trauma informed care.

Why this one



The first four elements are structural. Culture and Climate is where they show up in lived experience.

Where we are going



A working definition, a current field update, and small daily moves you can run this week.

Your role today



Listen for one thing that fits your team. We will land on a single action before we close.

Culture and Climate

Culture is the deep layer



The shared beliefs, values and norms that shape what gets praised, tolerated, or quietly punished.

Climate moves faster



Culture changes over years. Climate can shift in a week, sometimes inside a single meeting.

Climate is what it feels like today



The surface layer. What it actually feels like on this team, in this building, on this video call right now.

Climate is the honest signal



If you want to know whether your trauma informed commitments are real, watch the first ten minutes of your next staff meeting.

What Is Moving in the Field

Wellbeing is a safety issue



SAMHSA's recent guidance treats workforce wellbeing as a safety concern, on the same shelf as infection control or incident review.

From coping to design



UCSF Healthforce Center has been clear that the lever is organizational design, things like caseload, schedule, supervision and decision-making authority.

Equity is central



Trauma Informed Oregon and the wider field now treat equity and historical harm as core to trauma informed practice, baseline rather than advanced.

Leader behavior predicts climate



Recent organizational research keeps finding that observable leader behavior outperforms mission statements every time.

Leadership Behavior as a Lever

Staff watch behavior, not memos



What leaders do in real moments shapes climate more than any written commitment.

Tolerated becomes normal



What a leader allows quickly becomes the working standard, in either direction.

Modeling sets the standard



Teams learn what is actually expected by watching how leaders handle pressure, mistakes and disagreement.

Behavior is practicable



This is workable. Behavior can be named, practiced and adjusted, week to week.

Signs of a Trauma Informed Climate

Hard things can be raised



People can name a concern, push back on a decision or flag harm without quiet retaliation.

Rest and repair are protected



Boundaries, breaks and recovery time are treated as part of the work, with real schedule space.

Mistakes are treated as information



The first response to something going wrong is curiosity, not blame.

You can see it in a meeting



None of this requires a survey. It is visible in any team meeting if you know what to look for.

A Quick Chat Prompt

One word in the chat



Describe your team's climate this week. One word.

No explanation needed



You do not need to defend the word you choose. One word is enough.

Climate this week



What it has actually felt like on your team this week. The lived reading.

Read for the pattern



The pattern in the chat is the data. It is usually clear within thirty seconds.

Small Shifts That Move Culture

Open with a grounding moment



A question, a breath, a brief pause at the start of a meeting changes what people can think and say.

Ask before you answer



When a staff member brings a problem, ask one question before you offer one answer.

Name impact out loud



When something hard happens, say so. Unnamed impact goes underground and shows up later.

Repair small ruptures quickly



A short acknowledgement after a tense moment is worth more than a long debrief weeks later.

Reflection

Sixty seconds, quiet



Take it on paper or in a notes app.
No need to share.

One climate signal you have noticed



Something you can already see that you have not yet made time to act on.

One cultural strength



Something real on your team right now that is worth protecting and naming out loud more often.

One small shift within reach



Something modest enough that you will still do it the week after a hard email lands.

One Thing to Try This Week

Pick one and let it be enough



One conversation, one shift, one week. That is the assignment.

Or ask one teammate



Ask one team member, one to one, how the climate has been landing for them lately.

Try one small shift



Run one of today's shifts in your next team meeting and notice what happens.

Notice what moves



Pay attention to what shifts and what stays the same. That is your data for next month.

Thank You

We welcome your feedback. Please take our survey at [insert survey link]

