

# Micro-Lessons for Trauma Informed Workplaces



School  
of Social Work  
PORTLAND STATE UNIVERSITY



# *Please*

- Stay muted unless instructed otherwise.
- Know participation is optional but appreciated!
- Use the chat for questions or comments.
- Help us co-create a respectful environment.
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# Why Micro-Lessons?

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- ✓ Everyone's time is valuable & limited.
- ✓ Expressed desire for short, quick, & easy to apply lessons in the workplace.
- ✓ We recognize multiple ways of learning & growing!

**First Name** *(Required)*

Your first name

0 of 100 max characters

**Last Name** *(Required)*

Your last name

0 of 100 max characters

**Email** *(Required)*

youremail@example.tld

**Organization**

Name of your group or organization

Would you like to make a request for special accommodations for this event?

Yes

**Please tell us any accommodation requests you have?**

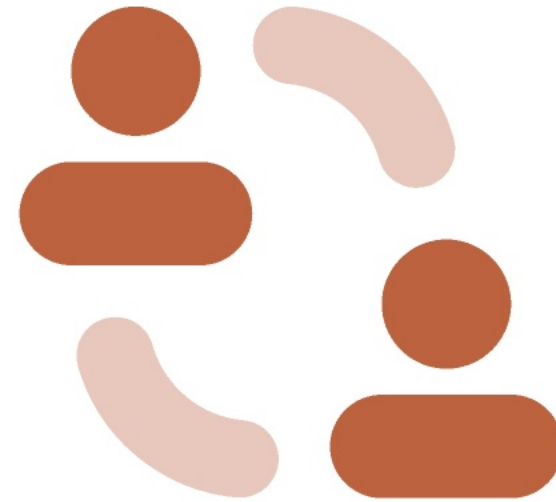
Please register for this event at least two weeks before the event date in order for TIO to assist the requested accommodation. Please leave field blank if you do not need accommodations -- thank you!

[LEAVE BLANK if you do not need accommodations - thank you]



# Co- Regulation & Connection

Presented by  
Danielle Grondin, EMPA





Regulate



Relate



Reason



# REGULATE:

## BREATHING TECHNIQUE



4

**INHALE** FOR A COUNT OF FOUR THROUGH YOUR NOSE.

7

**HOLD** YOUR BREATH FOR A COUNT OF SEVEN.

8

**EXHALE** AUDIBLY FOR A COUNT OF EIGHT.

4

**INHALE** FOR A COUNT OF FOUR THROUGH YOUR NOSE.

7

**HOLD** YOUR BREATH FOR A COUNT OF SEVEN.

8

**EXHALE** AUDIBLY FOR A COUNT OF EIGHT.

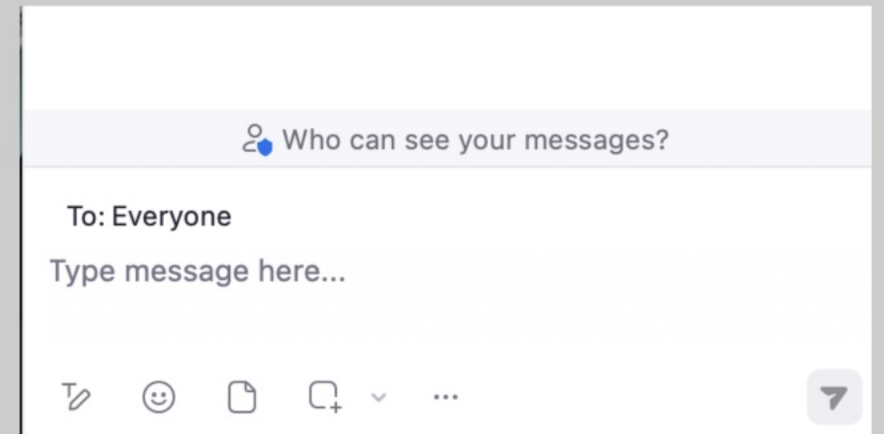
# RELATE:

Emoji Check-in

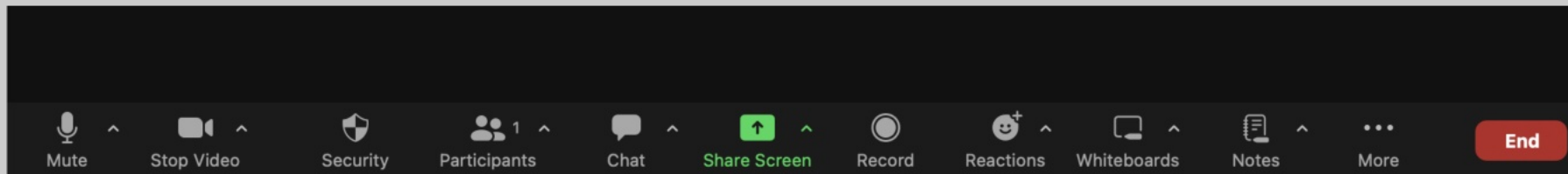


# How to Emoji

- In the chat box



- As a "reaction"



# Why?



- We want to hear from you
- There are a lot of y'all
- This is one way we can **model creating connection** virtually

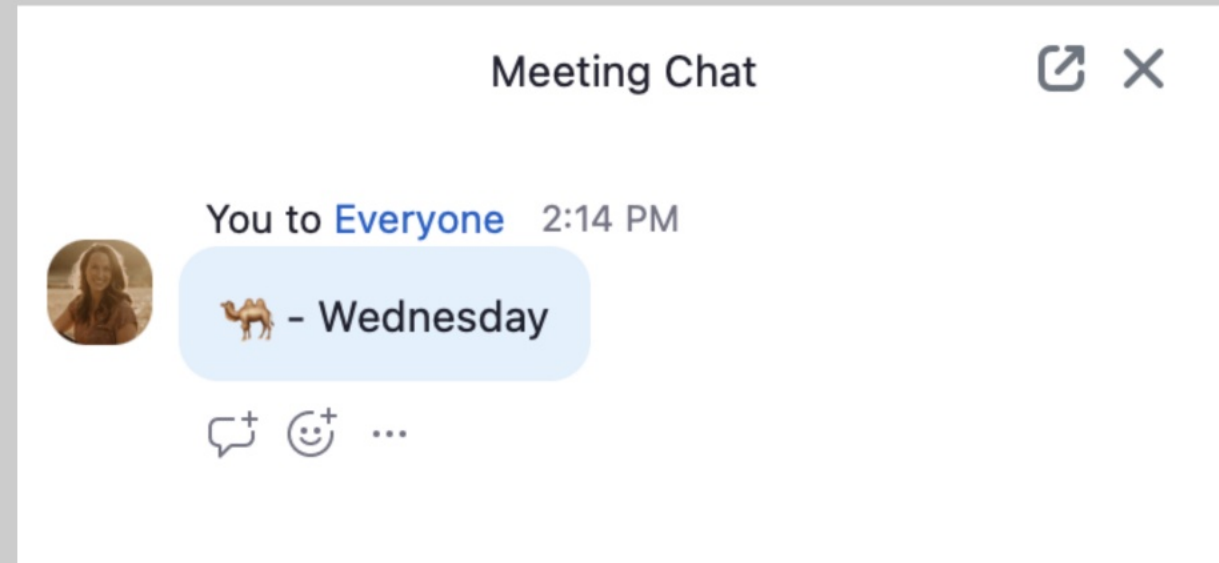
# IN THE CHAT BOX:

What emoji best  
describes how you  
are feeling right  
now?

+

In one word,  
why?

Example:



# REASON:

Today's focus

- What is co-regulation?
- Why it is so important to have access to it in the workplace?
- How can we create work cultures that are conducive to connection?
- How do we normalize the need for support?

# What is co-regulation?

**What is regulation?**

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"**Regulation** encompasses various skills, including emotional regulation, impulse control, attentional control, and the ability to adapt to changing situations while **maintaining a sense of safety and stability.**"

-Ingrid Anderson, Ed.D.



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## Regulation and Co-Regulation

Self-regulation



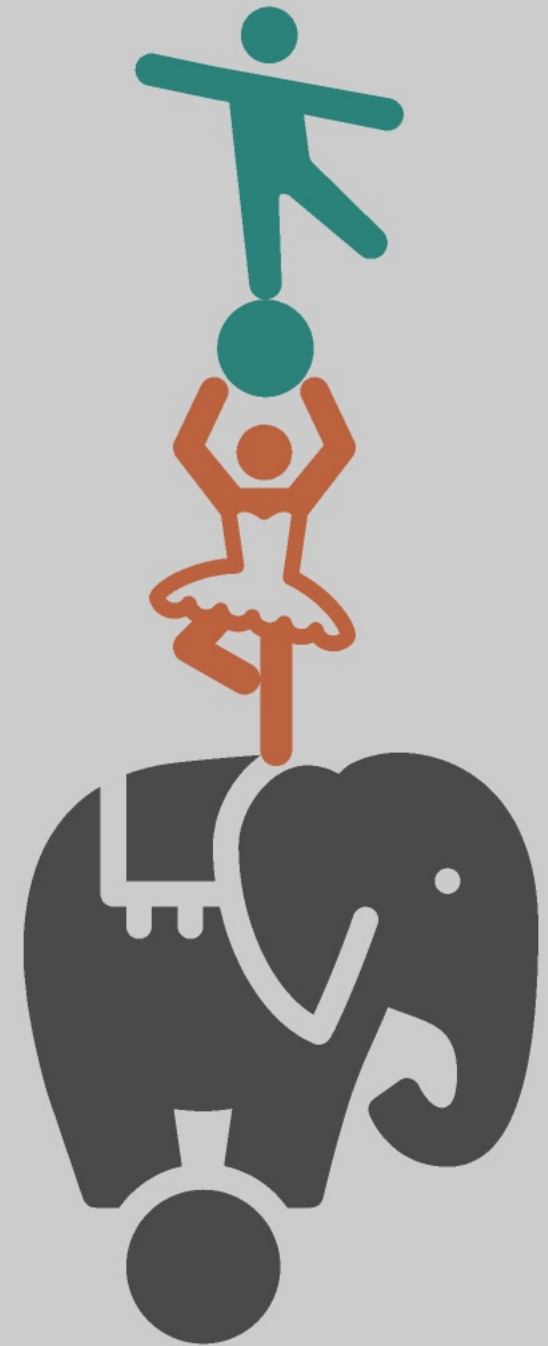
Co-regulation



"**Co-regulation** involves a **collaborative effort** where groups (2 or more) work together to regulate behavior and **maintain balance**.

It acknowledges the role of both internal and external factors in influencing behavior in relationships, partnerships, or collaborative settings."

-Ingrid Anderson, Ed.D.



**2 or more**

# 2 or more



Humans

# 2 or more



Humans



Animals

# 2 or more



Humans



Animals



Nature

# Mutual Dysregulation

Sometimes instead of becoming more balanced in the presence of others, we can actually take on the dysregulation of one another.



## ***SELF-REFLECTION***

1) Think about **the way you feel** in some of the relationships you have at work.

2) How can you **differentiate** the connections that are regulating versus dysregulating?

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# Co-regulation & Early Childhood

"This term began as a description of adult support for infants, but is now used to describe an interactive process of regulatory **support** that can occur within the context of **caring relationships across the lifespan.**"



Rosanbalm, K.D., & Murray, D.W. (2017). Caregiver Co-regulation Across Development: A Practice Brief. OPRE Brief #2017-80. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, US. Department of Health and Human Services.

**"...Co-regulation is the precursor to self-regulation.**

If people have not had the co-regulatory experiences that they needed, it is very difficult to expect them to have developed the complex skill of self-regulation."

- Dr. Karen Treisman

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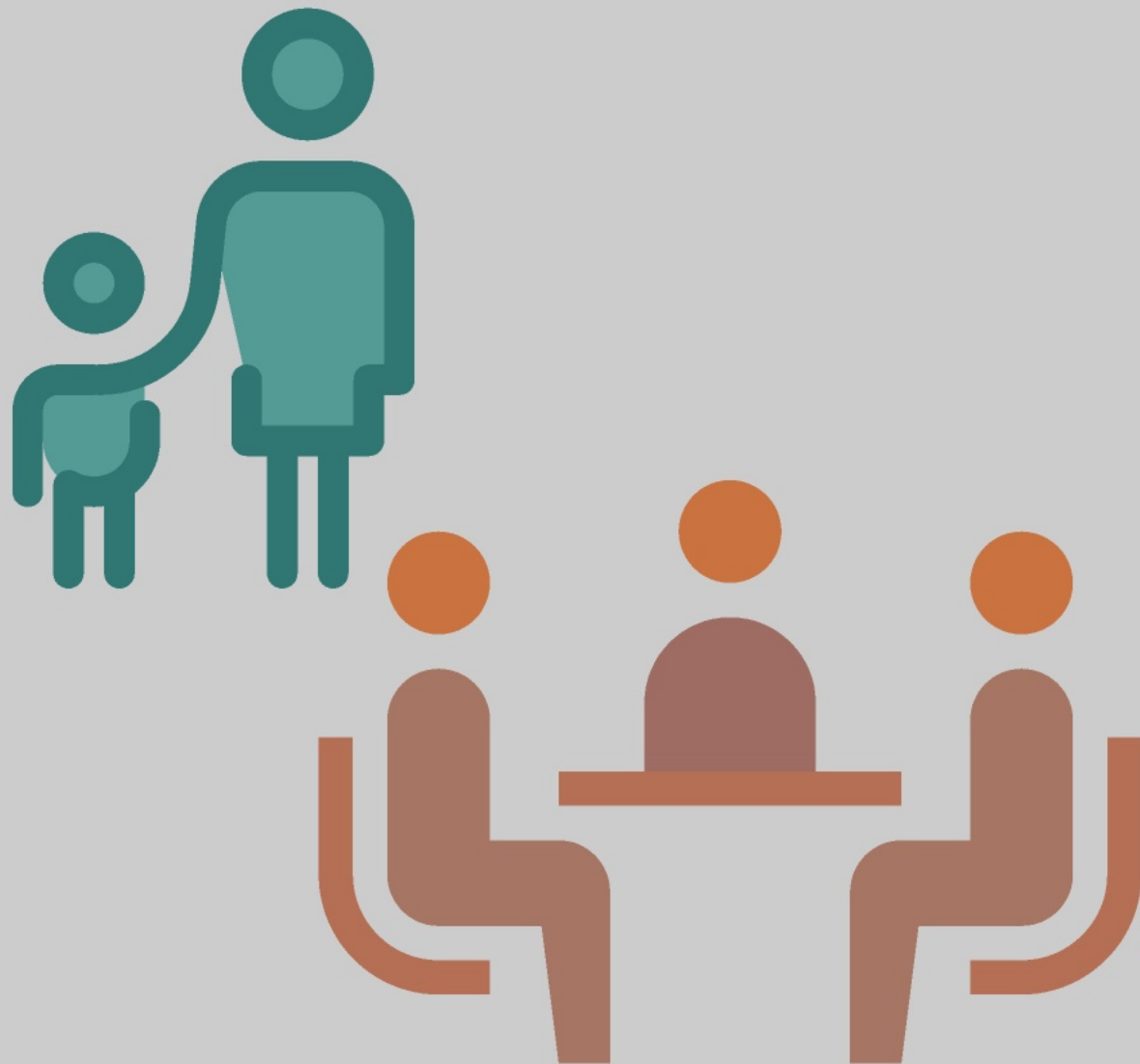
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**Our ability to self-regulate  
is developed from our  
ongoing experiences of  
co-regulation.**

# **THINK: *Supportive Connection***



**Calming  
Connection**

# THINK: *Supportive Connection*



## Calming Connection

- **Up-Regulation:** Activation of the nervous system - which can also be helpful when up against a deadline or needing to pay attention.
- **Down-Regulation:** Calm and relaxed - which can be useful after periods of intense stress.

**Why is it so important to  
have access to co-regulation  
in the workplace?**

**Why is it so important to have access to co-regulation in the workplace?**



# We know:

- Each work day can bring unique stressors that impact our ability to stay "balanced".
- If we are dysregulated, we aren't able to think and reason well.
- We strive to make decisions at work from a regulated place.

**We are better at our jobs  
when we can regularly  
access co-regulating  
experiences.**

The background of the image features a row of stylized, semi-transparent silhouettes of people of various ethnicities and ages, facing right. A large, solid teal rectangle is overlaid on the center of the image, containing the text.

**We do better when we  
have safe & supportive  
environments.**

## ***GROUP CHAT***

1) What common experience do you find dysregulating at work?



## *GROUP CHAT*



1) What common experience do you find dysregulating at work?



## *GROUP CHAT*



1) What common experience do you find dysregulating at work?

2) What has helped you to re-engaged?



**How can we create work cultures that are conducive to connection?**

# DESIGN YOUR DAYS WITH CONNECTION IN MIND.

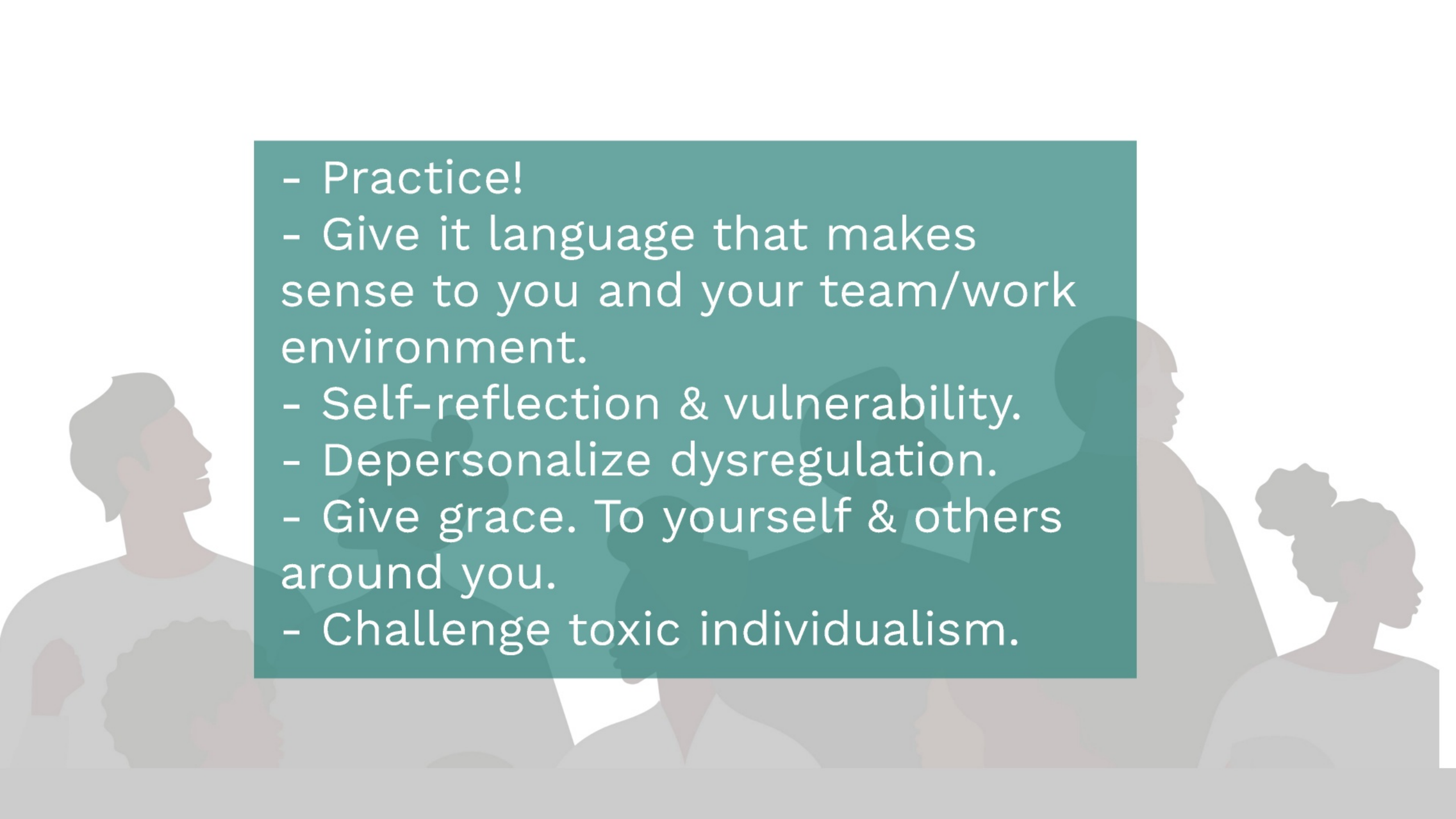
- Value it!
- Prioritize & plan
- Allocate resources accordingly
- Honor it looks different for everyone

# THE EVERYDAY MAINTENANCE MATTERS.

"It's about building up a **buffer**... if done regularly, it serves as maintenance **for when the stress does hit.**"

- Dr. Mandy Davis

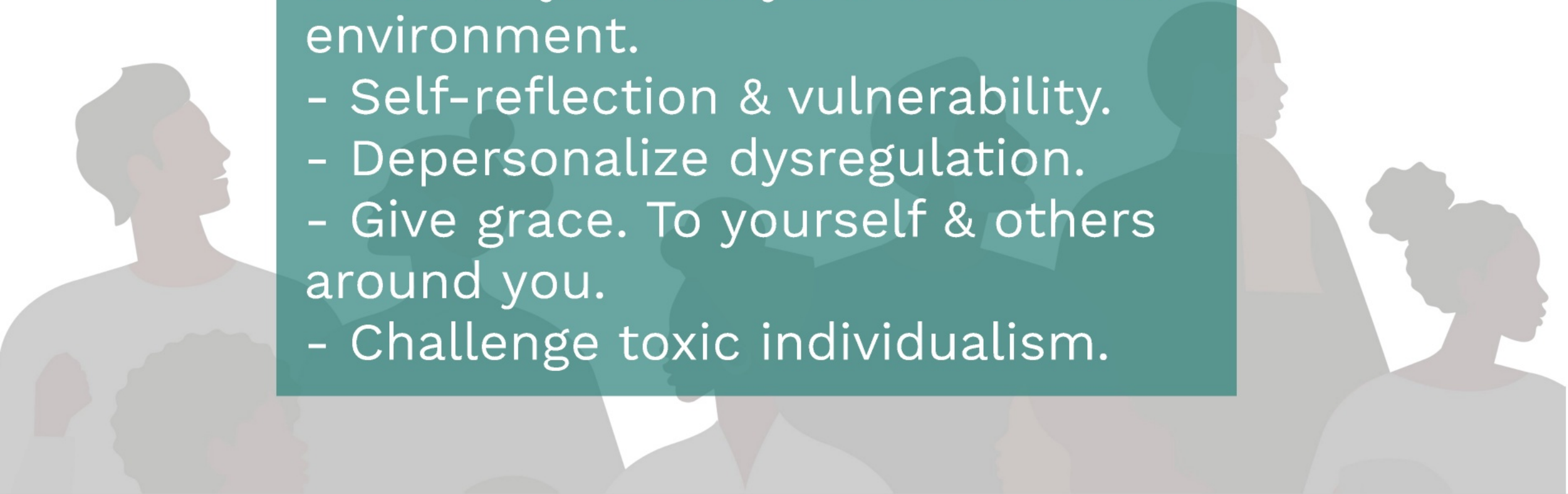
**How do we normalize  
the need for support?**

- 
- The background of the slide features a series of light-colored silhouettes of people of various ethnicities and ages, shown in profile or three-quarter view, creating a sense of a diverse group. A central teal rectangle contains the text.
- Practice!
  - Give it language that makes sense to you and your team/work environment.
  - Self-reflection & vulnerability.
  - Depersonalize dysregulation.
  - Give grace. To yourself & others around you.
  - Challenge toxic individualism.

## ***GROUP-REFLECTION***



- Practice!
- Give it language that makes sense to you and your team/work environment.
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- Give grace. To yourself & others around you.
- Challenge toxic individualism.



# 5 Takeaways

1. Think: supportive connection!
2. We do better when we have safe & supportive environments.
3. Design your days with connection in mind.
4. The everyday maintenance matters.
5. Normalize the need for support.

# *Thank You!*

We welcome your feedback!

Visit our Website  
[traumainformedoregon.org](http://traumainformedoregon.org)



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