

Micro-Lessons for Trauma Informed Workplaces

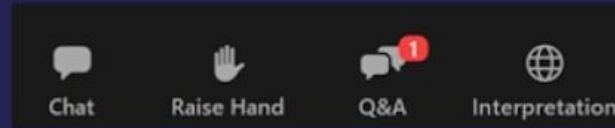


School
of Social Work
PORTLAND STATE UNIVERSITY



Interpretation Function / Función de interpretación

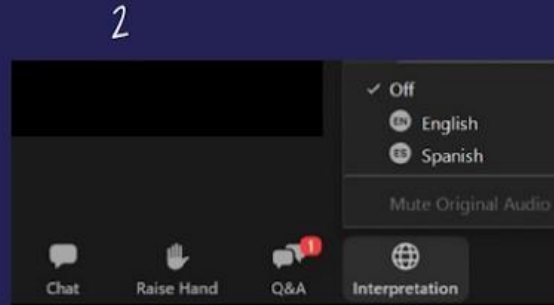
Click Interpretation option



Elija el canal de interpretación desde el "mundito"

Then, select your language

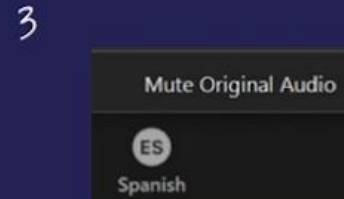
*When speaking, please speak in the selected language.



Ahí elija el idioma que desea escuchar

*Al hablar, mantenga ese idioma para que lo interpreten.

Mute Original Audio mutes the background voice



Silencie el audio original para evitar escuchar otra voz en el fondo.

Please

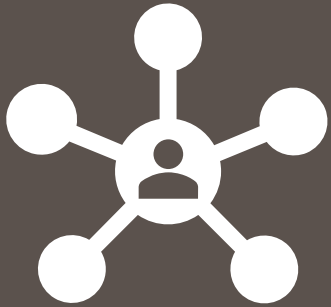
- Stay muted unless instructed otherwise.
- Know participation is optional but appreciated!
- Use the chat for questions or comments.
- Help us co-create a respectful environment.
- Do not quote or record this presentation without permission. All rights reserved.

Why Micro-Lessons?

- ✓ Requested directly from the people we serve.
- ✓ 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!



Regulate



Relate



Reason



Regulate



Be aware of your energy level. Do you need to up or down regulate?



Is your body telling you it needs anything right now?



Do you need to attend to your space?



How will you show up in this moment?

Relate



How many decisions “ish” did you make before 8am?



Reason

- ✓ Our *Learning* today is about decision making.
- ✓ Ground decision making in trauma and toxic stress.
- ✓ Using the principles to guide decision making.
- ✓ Applied activity.
- ✓ Closing

Types of Decisions:

- ❖ Personal
- ❖ Work
- ❖ Immediate
- ❖ Long Term
- ❖ Simple
- ❖ Complex
- ❖ Helpful & Harmful

Connection to Trauma/Toxic Stress:

- Decisions are based on survival.
- Past experiences with decision making.
- To avoid harm or conflict.

What factors do you consider when making decisions (your strategies)?



- Impact on my health.
- I ask others I trust.
- I think about what my mentor would do.
- I think about who else is impacted.
- I weigh the pros and cons.
- I wonder about if it will help.

What factors
lead you to make
not helpful
decisions?



- Not having enough time.
- Wanting others to like me.
- Wanting to avoid conflict.
- Too tired.
- Not feeling smart enough.
- Fear of causing harm.

Reflective Moment

Do you have negative experiences with decision making that are present now?

Using the Principles

Six Principles of TIC

1. Safety
2. Trustworthiness & Transparency
3. Peer Support
4. Collaboration & Mutuality
5. Voice & Choice
6. Cultural, Historical, & Gender Responsiveness

The question:



Does this promote....

OR

Does this Hinder.....

Let's Play (apply)



This Decision *promotes, hinders, is neutral, or is some combination.*

Principles	Workforce	Those Served
Physical & Psychological Safety		
Trust & Transparency		
Importance of Relationship		
Collaboration & Power Sharing		
Voice & Choice		
Cultural Wisdom Belonging		

Decision: Have a barrier between reception & those seeking service.

Principles	Workforce	Those Served
Physical & Psychological Safety		
Trust & Transparency		
Importance of Relationship		
Collaboration & Power Sharing		
Voice & Choice		
Cultural Wisdom Belonging		

Decision: Have a barrier between reception & those seeking service.

Principles	Workforce	Those Served
Physical & Psychological Safety	PROMOTES: Staff feel they are not at risk of harm b/c of barrier.	HINDERS: Feel left in lobby without support.
Trust & Transparency	PROMOTES: Staff feel heard & organization has their back.	HINDERS: May feel a lack of transparency of what is being said and done in back.
Importance of Relationship	PROMOTES: Staff can engage better due to reduced fear. HINDERS: Can't relate with a barrier.	HINDERS: Does not feel they can relate.
Collaboration & Power Sharing	NEITHER	HINDERS: Perpetuates a us vs them feel.
Voice & Choice	PROMOTE: Staff may feel heard if this was asked for.	HINDERS: no choice if needed regarding how to communicate.
Cultural Wisdom Belonging	NEITHER	HINDERS:

Decision: Anonymous Surveys

Principles	Workforce	Those Served
Physical & Psychological Safety		
Trust & Transparency		
Importance of Relationship		
Collaboration & Power Sharing		
Voice & Choice		
Cultural Wisdom Belonging		

Decision: Anonymous Surveys

Principles	Workforce	Those Served
Physical & Psychological Safety	PROMOTES: Can voice need without worry. HINDER: Wonder if you will be talked about.	PROMOTES: multiple ways to share information.
Trust & Transparency	HINDERS: May limit transparency.	PROMOTES: Trust of no retaliation.
Importance of Relationship	PROMOTE: You care what I think.	PRMOTES: You care what I think.
Collaboration & Power Sharing	NEITHER or HINDER: not knowing who	PROMOTES: power imbalance can limit sharing.
Voice & Choice	PROMOTE: Options of sharing	PROMOTES: Options to share
Cultural Wisdom - Belonging	PROMOTES: multiple pathways for sharing.	PROMOTES: multiple pathways for sharing.

T.I.M.E.R.

- The process for decision making is important and needs to be practiced and known.
- TIC requires us to also consider *HOW* the process is done.



Time

Is there enough time to process information?

Information

Do I have all the necessary information?

Multiple **P**athways

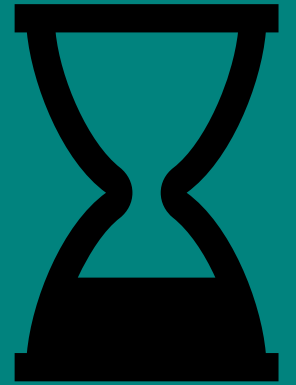
Are there choices for how I can participate?

Environment

Am I safe enough, nourished, rested, & able to focus?

Relationship

Do I know you? Trust you? Do we have history?

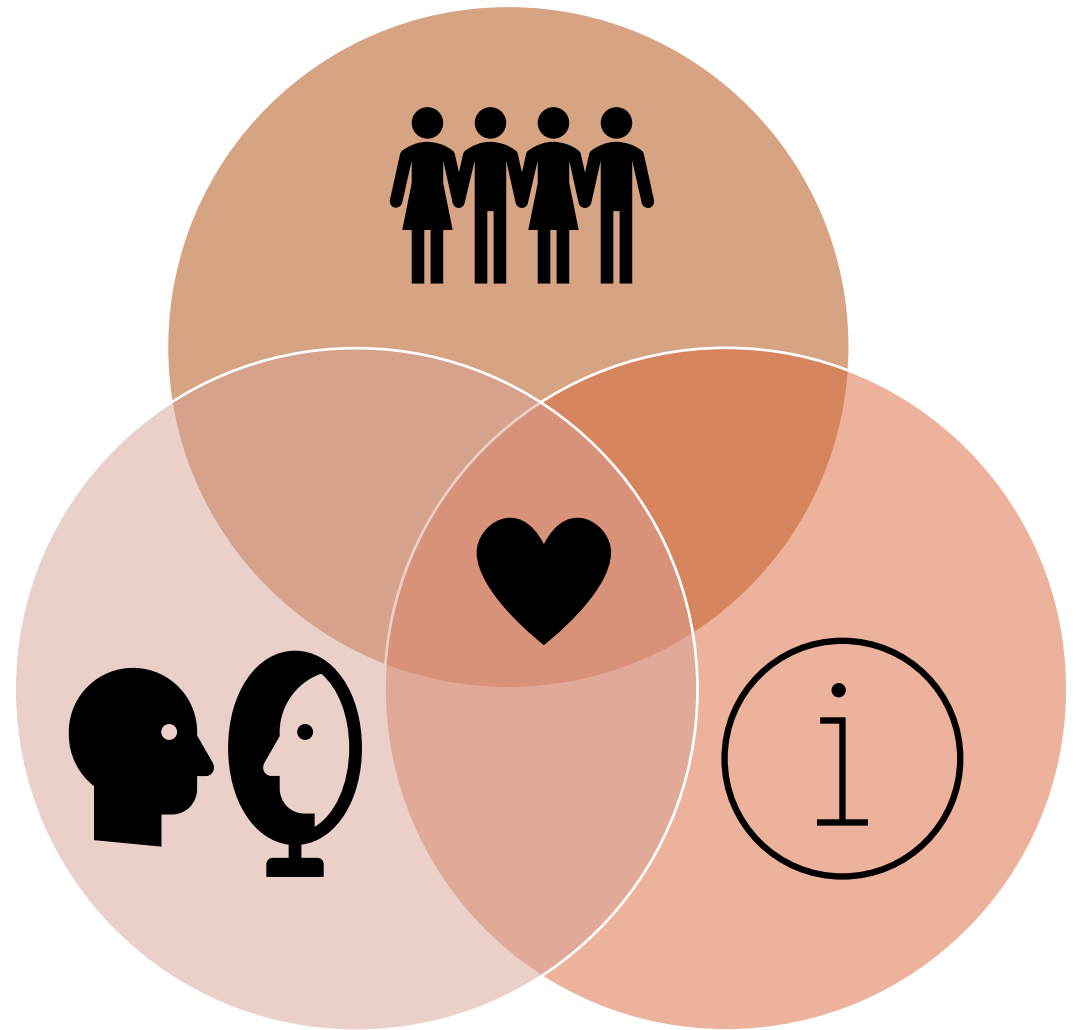


C.S.I.

Community

Self

Information & Data



Five Take Aways



- ✓ We need regular processes for making decisions. Processes need to be adapted to best meet the type of decision.
- ✓ Consider the role of trauma, toxic stress, scarcity and adversity on the decision making process.
- ✓ The environment we create for decision making is as important as the decision.
- ✓ Use the Principles of TIC to Guide the process.
- ✓ T.I.M.E. and C.I.S.

Thank You!

We welcome your feedback!

Visit our Website
traumainformedoregon.org

