Trauma-Informed Care Cheat Sheet

A trauma-informed approach is grounded in a set of four assumptions and six key principles:

Assumptions of a Trauma-Informed Approach

Key assumptions in trauma-informed approach:

The four R's

Realization

Understanding how trauma can affect individuals, families, groups, organizations, and communities,

Recognizing that trauma can impact mental health and substance use disorders and often obstructs achievement of desired outcomes.

Being aware that trauma is integral to all human service sectors.

Recognition

Recognizing signs of trauma through:

- · Screening & assessment
- Supervision practices
- · Workforce development
- · Employee assistance

Response

Applying the principles of a trauma-informed approach to all areas of functioning of an organization, such as policies, procedures, staffing, and organizational culture.

Supporting a psychologically and physically safer environment.

Ensuring appropriate workforce trainings, leadership buyin, clear and informed organization mission statements, and trauma-informed manuals. Resisting re-traumatization

Knowing how policies, practices, and interventions can interfere with the well-being of staff and clients as a result of inadvertently triggering traumatic experiences.

Acknowledging trauma and its context in all operations to avoid reinforcing or repeating a traumatic experience.

Source: Substance Abuse and Mental Health Services Administration. (2023). *Practical guide for implementing a trauma-informed approach*. https://store.samhsa.gov/sites/default/files/pep23-06-05-005.pdf

Principles	
Safety	Safety in physical settings and interpersonal interactions.
Trustworthiness and transparency	Operations are conducted, and decisions are made with transparency, consistency, respect, and fairness so as to build and maintain trust.
Peer support	Support from those with lived experiences of trauma or, in the case of children with a history of trauma, their family members
Collaboration and mutuality	Partnering, leveling of power differences between and among staff and clients

Principles	
Empowerment, voice, and choice	Individuals' strengths and experiences are recognized and built upon.
Cultural, historical, and gender issues	The organization moves beyond cultural stereotypes and biases.

A TIA requires all personnel of an agency, including, but not limited to, administrators, providers, staff, and board members, to recognize that **a care recipient's history of trauma** can affect their:

- Experience, engagement, and receptiveness to the organization's services and supports
- Functioning in the community
- · Interactions with staff and other clients
- Sensitivity to guidelines and interventions

In addition, organizations need to implement TIA holistically by recognizing that **trauma is not unidirectional** and that the **micro**, **mezzo**, **and macro levels of trauma are intricately connected**. Finally, organizations need to acknowledge the trauma staff and providers themselves experience, either as part of their own personal lives or secondary to working with clients who share firsthand details about their trauma.

Reference

Substance Abuse and Mental Health Services Administration. (2023). *Practical guide for implementing a trauma-informed approach*. https://store.samhsa.gov/sites/default/files/pep23-06-05-005.pdf