

STRESS RELATED TRAUMA - CHEAT SHEET

Three levels of stress-related trauma knowledge
for a **resilient workforce** and a **thriving workplace**

TRAUMA INFORMED

Focus:

Recognises the effect of stress related trauma on employees, including insights into policies, procedures, and practices.

Key Elements:

1. **Awareness:** Recognises trauma is widespread and deep reaching
2. **Safety:** Prioritises physical and emotional safety by coming into present moment
3. **Trust:** Consistently builds trust and transparency.
4. **Empowerment:** Focuses on employee strengths.

TRAUMA SPECIALISED

Focus:

Provides targeted interventions. Typically a licensed practitioner resolving persistent issues; such as; toxic culture, or the fall out from Mergers & Acquisitions

Key Elements:

1. **Training:** Advanced training in trauma assessment.
2. **Care:** History used to design Personalised support plans.
3. **Techniques:** Uses CBT, EMDR, & Others
4. **Intervention:** Targeted therapeutic interventions.

TRAUMA WISE

Focus:

Integrates & applies informed & specialised practices with Leadership and staff to foster foresight, resilience and ongoing innovation.

Key Elements:

1. **Culture:** Correlates trauma-sensitive with thriving & innovation.
2. **Support:** Promotes Stress detox, educates on 4 types of stress
3. **Learning:** Internal & External sources used to evolve best practices
4. **Healthy:** Spaces, Places and Faces are enabled to thrive

WHY IT MATTERS

For the business it allows for:

1. Resilient workforce
2. Sustainable growth
3. Future oriented (and able)
4. Thriving in imagination and innovation
5. Productivity that is long serving
6. Performance that inspires colleagues

For the individual, it is about support.

The Highly Successful, Secretly in Despair, soon becomes Highly Functioning before reaching levels of dysfunction, with a lot of despair affecting up to a third of our workforce.

It doesn't have to be that way.

SHANNON EASTMAN