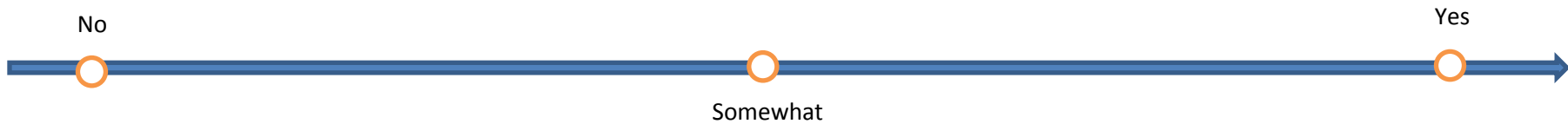


Is Your Work Trauma Informed? A Self-Assessment Tool

Purpose: ***Is Your Work Trauma Informed*** is a self-assessment tool for providers and advocates to evaluate their own practices and understanding of how trauma affects individuals seeking services. The assessment can be completed in one sitting and provides an action plan to assist individuals or organizations in developing a customized training and technical assistance plan. The assessment should be completed by all staff within the agency, in order to assist agencies in their efforts to incorporate trauma informed work in every part of their organization's services and practices. (NOTE: This assessment was revised with permission from the Klinik Community Health Center at <http://www.klinik.mb.ca/>)

To take the assessment, read each statement and rate yourself by drawing an X where you feel you're at on the line of continuum.



KNOWLEDGE:

- I know that violence and traumatic experiences can often lead to mental health and co-occurring disorders (e.g., chronic health, substance abuse, eating disorders, STI/HIV/AIDS, etc.)
- I can explain to a survivor what trauma is, including effects of an event.
- I can recognize the signs of trauma, even if a survivor does not verbally tell me.
- I know how to assess for risk and danger to clients in specific domestic violence, sexual violence, human trafficking, and child endangerment situations.
- I know the control tactics used by perpetrators/abusers/batters/traffickers.
- I know that multiple forms of violence and abuse occur as a pattern of coercive and controlling behavior.

No

Yes

Somewhat

COMFORT LEVEL:

I am comfortable asking about traumatic experiences and hearing the responses.

I am comfortable actively listening to difficult feeling and emotions that may arise.

I am comfortable talking about traumatic experiences.

RELATIONSHIP BUILDING:

I can establish trust and safety as a priority in my work with people.

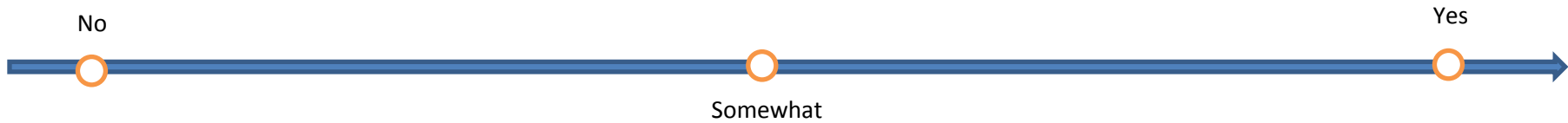
I make sure survivors are comfortable with questions I ask them.

I try to establish a genuine, caring connection with survivors.

RESPONDING TO SHARING ABOUT TRAUMATIC EVENTS (SUCH AS DOMESTIC VIOLENCE, SEXUAL ASSAULT, HUMAN TRAFFICKING OR CHILD MALTREATMENT):

I acknowledge to the survivor the difficulties and courage involved in talking their about trauma.

I respond to what a survivor shares with me with belief and validation.



RESPONDING TO SHARING ABOUT TRAUMATIC EVENTS (CONT'D):

- I encourage the survivor to only share what they are comfortable sharing.
- I can communicate with survivors that their victimization or trauma wasn't their fault.
- I feel comfortable discussing safety strategies with survivors of different forms of violence and abuse.
- I am familiar with and have a plan to cope with secondary trauma.

COPING:

- I ask survivors how they cope with difficult feelings surrounding the trauma.
- I ask how a survivor copes with difficult behaviors that may result from the trauma experiences, such as substance abuse.
- I acknowledge the link between trauma, mental health, and addiction.
- I know that protective strategies used by survivors can be misinterpreted by service providers.

No

Yes

Somewhat

PERSONAL ATTITUDES AND BELIEFS:

I believe trauma survivors are resilient and able to recover.

I believe that I can affect positive change for survivors.

I dispel the many myths surrounding trauma in my work with people.

EMPOWERING APPROACH:

I focus on the survivor's strengths and resources.

I try to instill a sense of hope and change for survivors.

I work as a team with the survivor, supporting them in the decisions they make about their lives and the services I provide.

RESOURCES:

I am familiar with community resources that serve trauma survivors (e.g. domestic violence shelters, rape crisis services, child advocacy centers and human trafficking coalition).

I refer survivors to trauma-recovery and treatment services in my community.

No

Yes

Somewhat

RESOURCES (CONT.):

I advocate on behalf of survivors who need assistance in accessing resources including housing, medical and financial referrals.

I understand how some interventions (i.e., couples counseling, mediation, family counseling) can increase the risk to survivors.

CULTURAL AWARENESS:

I consider a survivor's cultural background when making referrals and discussing community resources.

I make an effort to understand the survivor's circumstances from his or her cultural perspective.

I make efforts to provide culturally appropriate services when requested.

TRAUMA STEWARDSHIP:

I am aware of the ways in which my work with traumatized people impacts me in both my personal and professional life.

I can explain vicarious trauma (sometimes referred to as compassion fatigue or secondary trauma).

I can recognize the signs and symptoms of vicarious trauma in myself and co-workers.

I know ways to address symptoms of vicarious trauma so that I am able to continue working effectively with traumatized people.

My Training and Technical Assistance Plan

Step 1: In the space provided below, write down the statements where you circled “somewhat” through “no”

Knowledge

Comfort Level

Relationship Building

Responding to Sharing About Traumatic Events Such As Domestic Violence, Sexual Assault, Human Trafficking or Child Maltreatment

Coping

Personal Attitudes and Beliefs

Empowering Approach

Resources

Cultural Awareness

Trauma Stewardship

My Training and Technical Assistance Plan

Step 2: Using the information you recorded in Step 1, take a few minutes to reflect on your responses and fill out the matrix below

	1.	2.	3.
Identify the top three areas you would like to address this year			
Identify strategies for increasing your knowledge in these areas			
Identify community partners who need to be involved in this process			
What state or local community agencies can help you?			
Whose cooperation do you need in order to expand your knowledge or practice in these areas?			
What ways would be the best to receive this information? Example: webinar, journal articles, in-service, policy change			

My Training and Technical Assistance Plan

Step 3: Complete your action Plan

List the top 3 areas you would like to address	Who needs to be involved?	What activities will be used?	When will it be complete?