

Trauma Informed System of Care: Workforce Implications



Raul Almazar, RN, MA
Senior Consultant
National Center for Trauma Informed Care

The Three E's in Trauma

Events

Events/circumstances cause trauma.

Experience

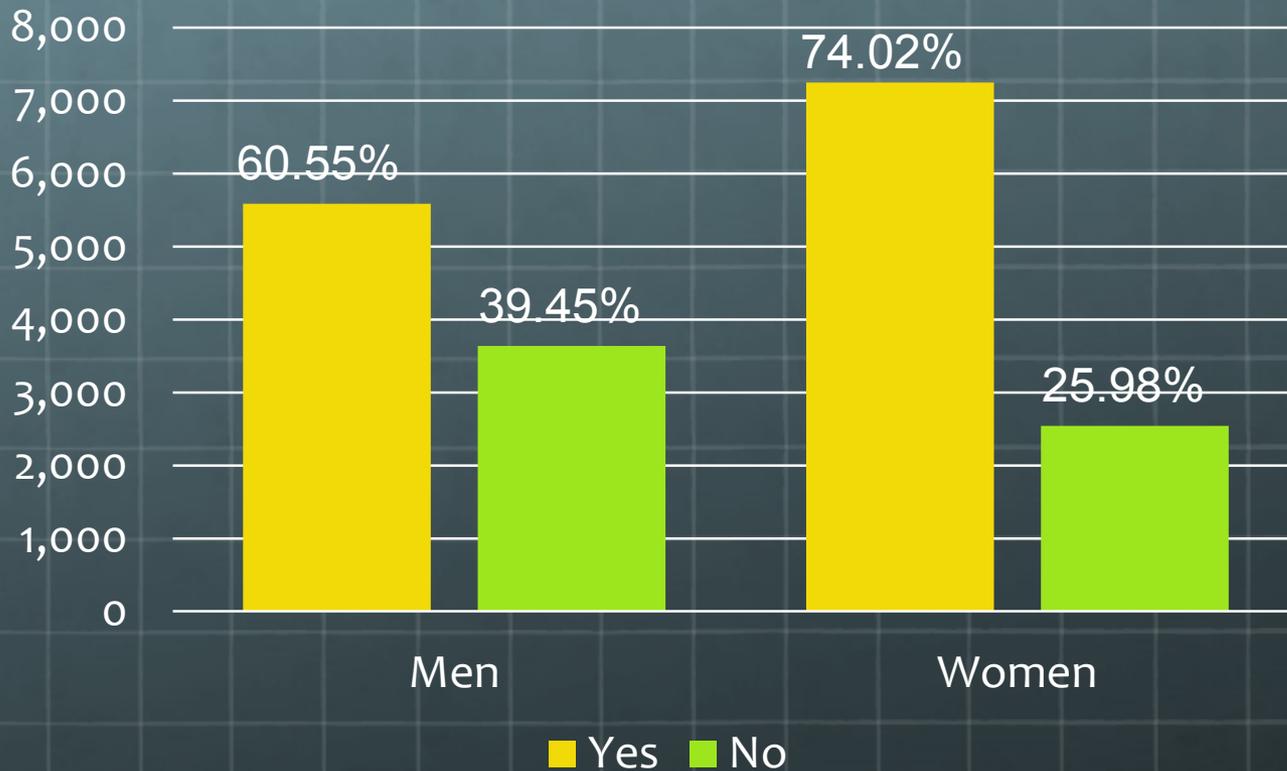
An individual's experience of the event determines whether it is traumatic.

Effects

Effects of trauma include adverse physical, social, emotional, or spiritual consequences.

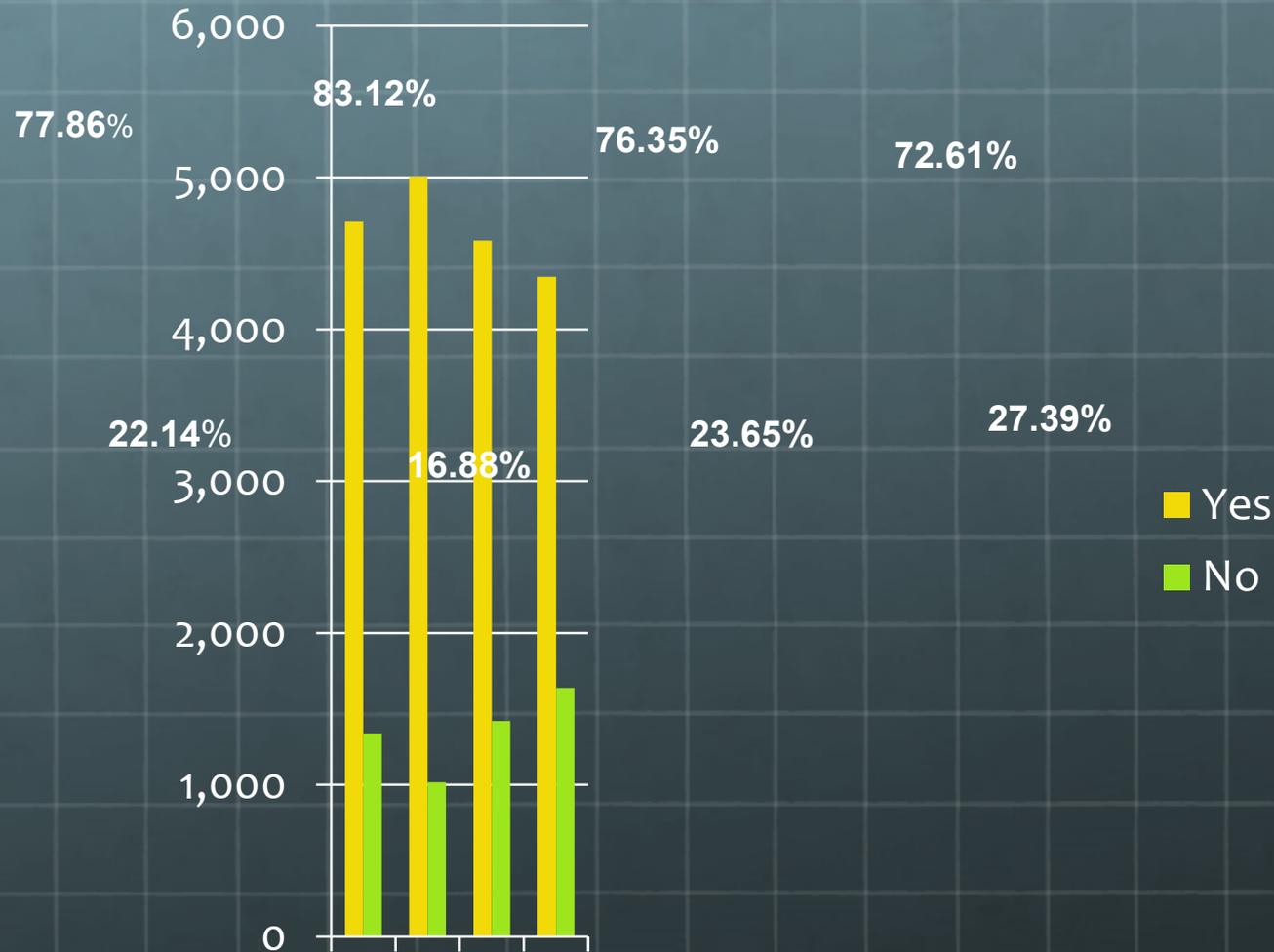
SAMHSA Trauma Measures

Have you ever experienced violence or trauma in any setting?



Data in table for:	
Interview Type:	Baseline
Record Type:	Interview Administrative
FFY - Federal Fiscal Year:	2009-2013
Federal Fiscal Year - Quarter:	1 st -4th quarter
Program:	CMHI, ENBH-OA, ErmrkAG, ErmrkCG, HIV/AIDS, HTI, Jail Div, MAI-TCE, MHTG, NCTSI NCTSI-A, Older Adult, PBHCI, SOCXI, SSH

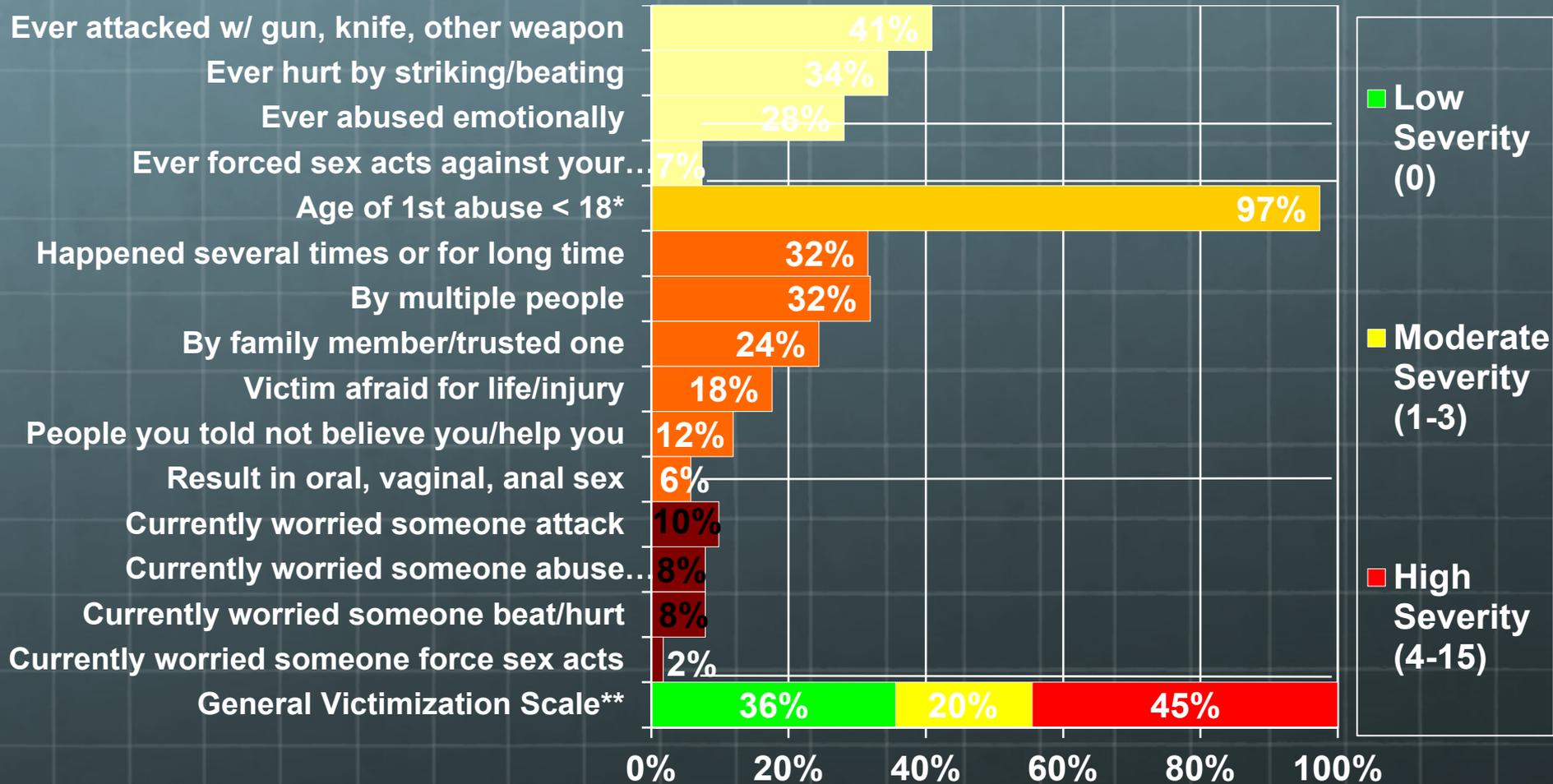
SAMHSA Trauma Measures



Data in table for:	
Interview Type:	Baseline
Record Type:	Interview Administrative
FFY - Federal Fiscal Year:	2009-2013
Federal Fiscal Year - Quarter:	1 st -4th quarter
Program:	CMHI, ENBH-OA, ErmrkAG, ErmrkCG, HIV/AIDS, HTI, Jail Div, MAI-TCE, MHTG, NCTSI, NCTSI-A, Older Adult, PBHCI, SOCXI, SSH

These findings were consolidated from reports from providers, facilities, and other entities, and are not intended to be used for individual situations that remind

Severity of Victimization Scale



*n=3,230

**Mean of 15 items

Source: SAMSHA CSAT 2011 GAIN AT Summary Analytic Data Set subset to AAFT (n=5,321)

Prevalence in the General Population

- ▶ 90% of public mental health clients have been exposed to trauma.
- ▶ In the general population, 61% of men and 51% of women reported exposure to at least one lifetime traumatic event, but majority reporting more than one traumatic event.

(Kessler, et al, 1995)

Adverse Childhood Experiences

- Recurrent and severe physical abuse
- Recurrent and severe emotional abuse
- Sexual abuse
- Growing up in household with:
 - Alcohol or drug user
 - Member being imprisoned
 - Mentally ill, chronically depressed, or institutionalized member
 - Separation/Divorce
 - Mother being treated violently
 - Both biological parents absent
 - Emotional or physical abuse

(Fellitti,1998)

ACE Questions:

While you were growing up, during your first 18 years of life:

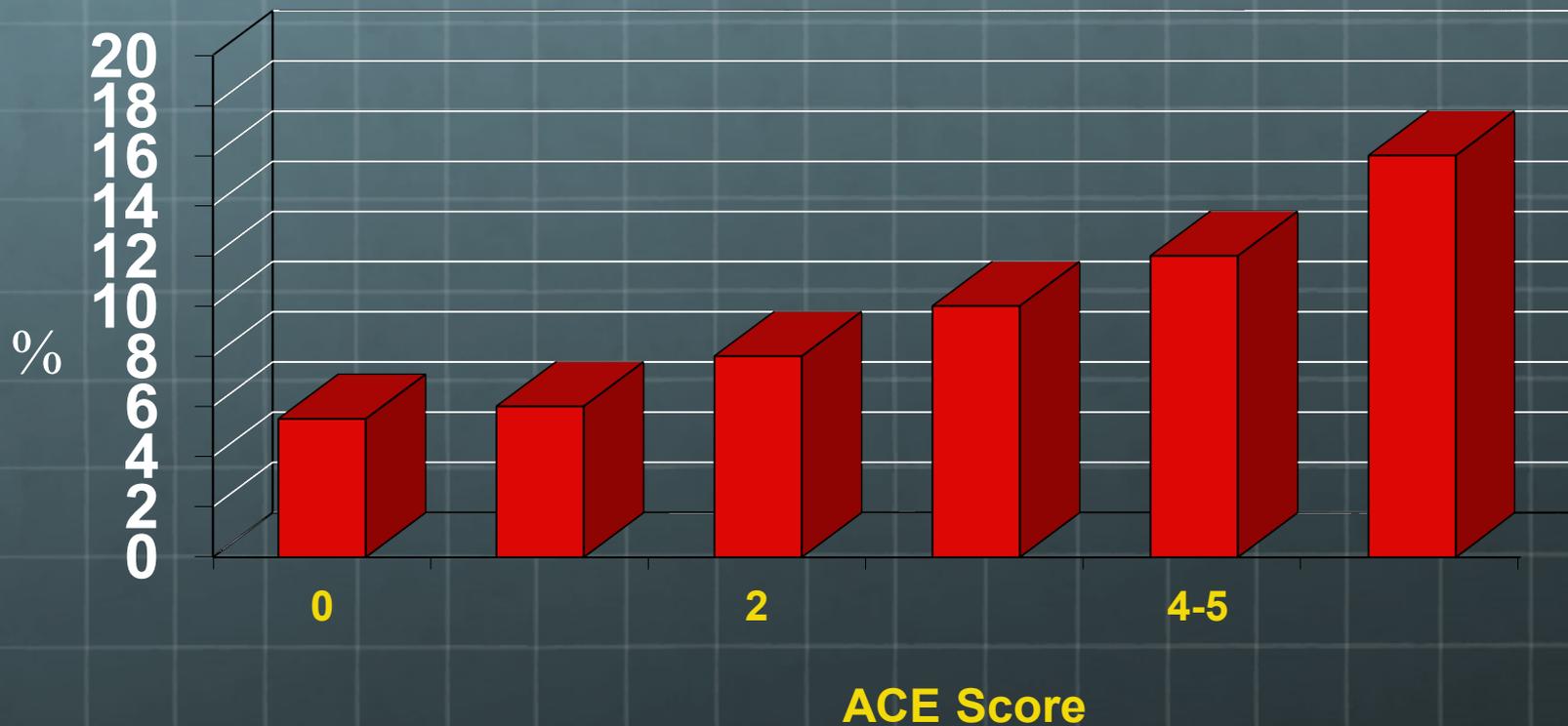
- 1. Did a parent or other adult in the household often or very often... Swear at you, insult you, put you down, or humiliate you? Or Act in a way that made you afraid that you might be physically hurt?**
- 2. Did a parent or other adult in the household often or very often... Push, grab, slap, or throw something at you? Or Ever hit you so hard that you had marks or were injured?**
- 3. Did an adult or person at least 5 years older than you ever... Touch or fondle you or have you touch their body in a sexual way? Or Attempt or actually have oral, anal, or vaginal intercourse with you?**
- 4. Did you often or very often feel that ... No one in your family loved you or thought you were important or special? Or Your family didn't look out for each other, feel close to each other, or support each other?**

ACE Questions: **Con't**

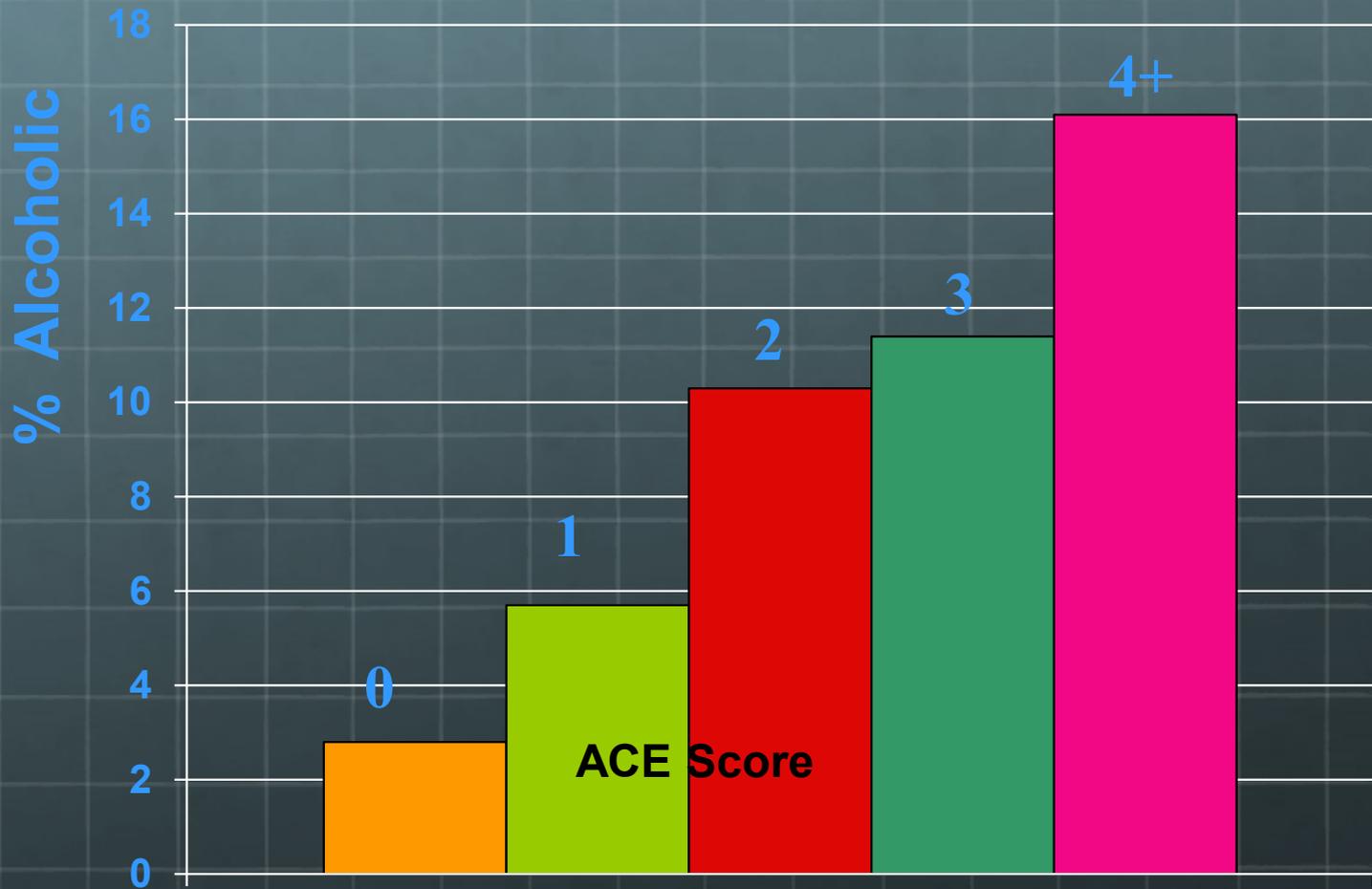
5. Did you often or very often feel that ... You didn't have enough to eat, had to wear dirty clothes, and had no one to protect you? Or Your parents were too drunk or high to take care of you or take you to the doctor if you needed it?
6. Were your parents ever separated or divorced?
7. Was your mother or stepmother: Often or very often pushed, grabbed, slapped, or had something thrown at her? Or Sometimes, often, or very often kicked, bitten, hit with a fist, or hit with something hard? Or Ever repeatedly hit at least a few minutes or threatened with a gun or knife?
8. Did you live with anyone who was a problem drinker or alcoholic or who used street drugs?
9. Was a household member depressed or mentally ill, or did a household member attempt suicide?
10. Did a household member go to prison?

Health Risk Behaviors

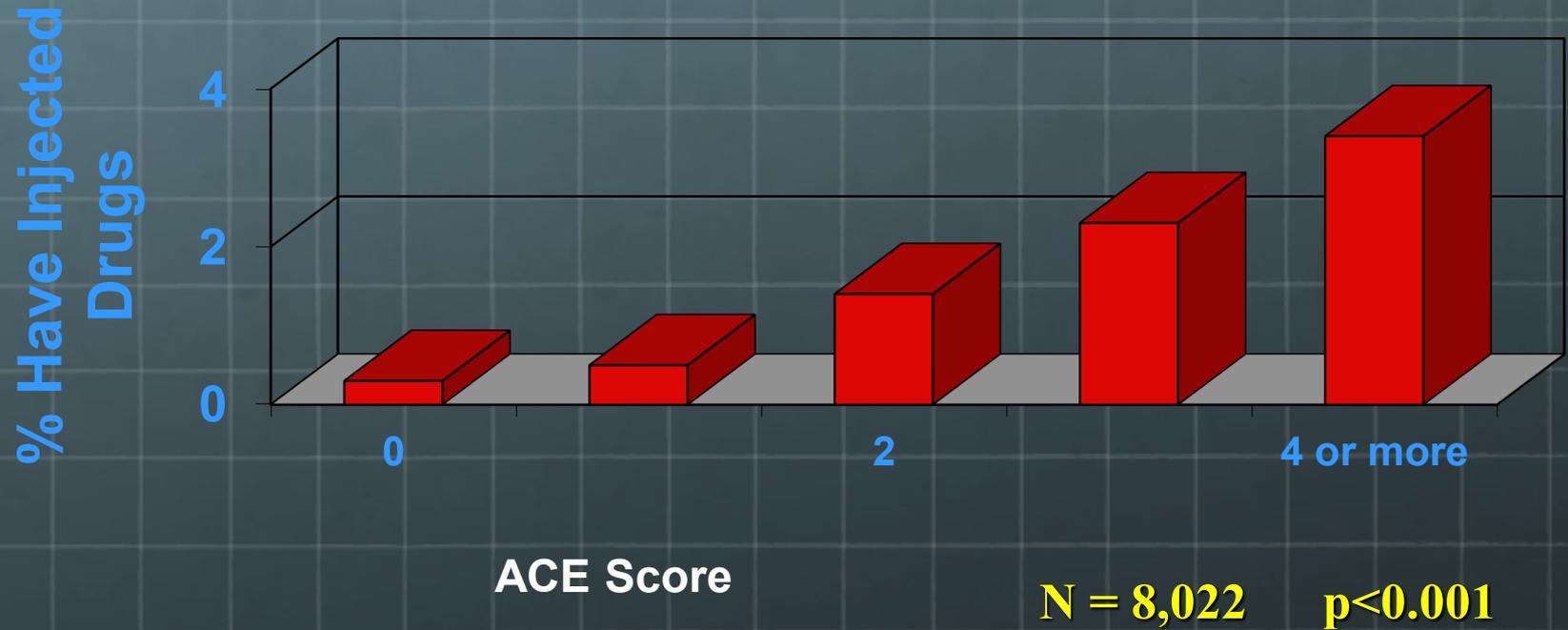
Adverse Childhood Experiences and Current Smoking



Childhood Experiences and Adult Alcoholism



ACE Score and Intravenous Drug Use



“Male child with an ACE score of 6 has a 4600% increase in likelihood of later becoming an IV drug user when compared to a male child with an ACE score of 0. Might drugs be used for the relief of profound anguish dating back to childhood experiences? Might it be the best coping device that an individual can find?”

(Felitti, 1998)

“What happened to you?”
instead of
“What’s wrong with you?”

Trauma Symptoms = Tension Reducing Behaviors

“How do I understand this person?”

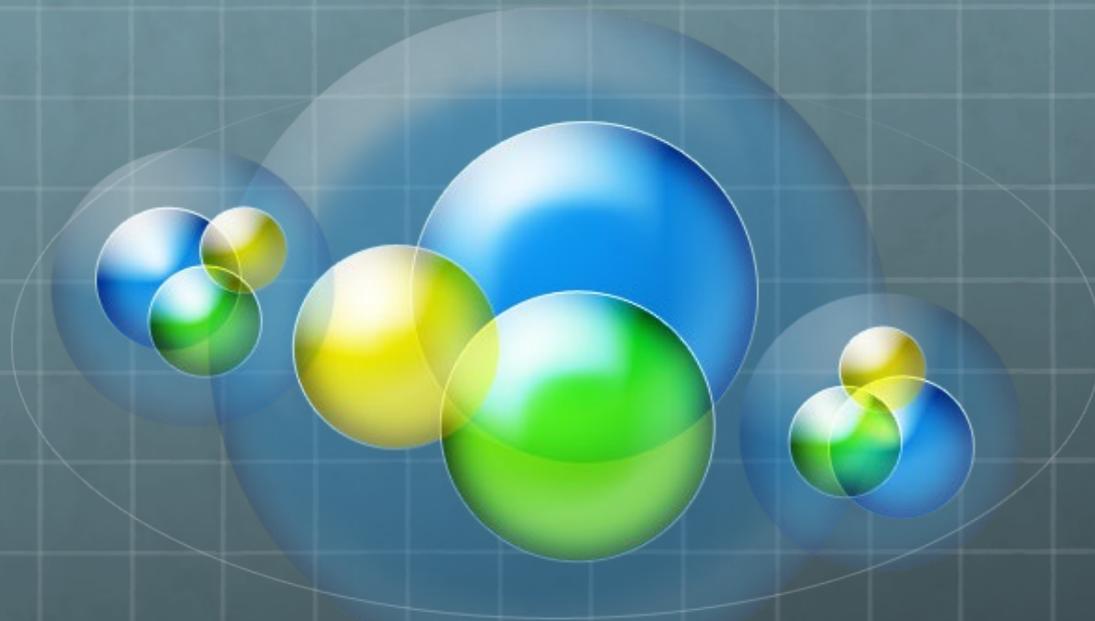
rather than

“How do I understand this problem or symptom?”

All behavior has meaning

Symptoms are ADAPTATIONS

We build on success not deficits



Resilience Questionnaire

- **What's Your Resilience Score?**
- **This questionnaire was developed by the early childhood service providers, pediatricians, psychologists, and health advocates of Southern Kennebec Healthy Start, Augusta, Maine, in 2006, and updated in February 2013. Two psychologists in the group, Mark Rains and Kate McClinn, came up with the 14 statements with editing suggestions by the other members of the group. The scoring system was modeled after the ACE Study questions. The content of the questions was based on a number of research studies from the literature over the past 40 years including that of Emmy Werner and others. Its purpose is limited to parenting education. It was not developed for research.**

- Please circle the most accurate answer under each statement:
- 1. I believe that my mother loved me when I was little.
- 2. I believe that my father loved me when I was little.
- 3. When I was little, other people helped my mother and father take care of me and they seemed to love me.
- 4. I've heard that when I was an infant someone in my family enjoyed playing with me, and I enjoyed it, too.
- 5. When I was a child, there were relatives in my family who made me feel better if I was sad or worried.

- **6. When I was a child, neighbors or my friends' parents seemed to like me.**
- **7. When I was a child, teachers, coaches, youth leaders or ministers were there to help me.**
- **8. Someone in my family cared about how I was doing in school.**
- **9. My family, neighbors and friends talked often about making our lives better.**
- **10. We had rules in our house and were expected to keep them.**

- 11. When I felt really bad, I could almost always find someone I trusted to talk to.
- 12. As a youth, people noticed that I was capable and could get things done.
- 13. I was independent and a go-getter.
- 14. I believed that life is what you make it.
- How many of these 14 protective factors did I have as a child and youth? (How many of the 14 were circled “Definitely True” or “Probably True”?)

The Four R's

A trauma-informed program, organization, or system:

Realizes

- *Realizes* widespread impact of trauma and understands potential paths for recovery

Recognizes

- *Recognizes* signs and symptoms of trauma in clients, families, staff, and others involved with the system

Responds

- *Responds* by fully integrating knowledge about trauma into policies, procedures, and practices

Resists

- *Seeks to actively Resist* re-traumatization.

Traumatic Reminders

-  **Loss of Control**
-  **Power Differential**
-  **Lack of Predictability**

SAMHSA's Six Key Principles of a Trauma-Informed Approach

- **Safety**
- **Trustworthiness and Transparency**
- **Peer Support**
- **Collaboration and Mutuality**
- **Empowerment, Voice, and Choice**
- **Cultural, Historical, and Gender Issues**

Other Implications

-  Know Thyself
-  We don't fix people or their problems
-  Be clear as to why you are sharing
-  Creating safe space is everyone's duty
-  Use appropriate channels and resources
-  Be less judgmental

I've learned that people will forget
what you said, people will forget what
you did, but people will never forget
how you made them feel.

~ Maya Angelou

Raul@almazarconsulting.com

847.613.8361

SAMHSA's National Center for
Trauma Informed Care