

Creating an Organizational Culture of Trauma-Informed Practice

Built on the five core values of *safety, trustworthiness, choice, collaboration, and empowerment*, an organization should be able to say that it reflects each of these trauma-informed values in every contact, physical setting, relationship, and activity *and* that this culture is evident in the experiences of staff (inside the walls) as well as consumers (outside the walls).

CORE VALUES

KEY QUESTIONS FOR TRAUMA-INFORMED SUPERVISION

Safety

- **Ensuring Physical and Emotional Safety**
- Key Questions: “To what extent does the supervision environment, setting, and activities ensure the physical and emotional safety of the worker? How can supervision be modified to ensure this safety more effectively and consistently?”

Trustworthiness

- **Maximizing Trustworthiness through Task Clarity, Consistency, and Interpersonal Boundaries**
- Key Questions: To what extent does the supervision environment, setting, and activities maximize trustworthiness by setting clear expectations, by ensuring consistency in practice, and by maintaining/modeling boundaries that are appropriate to the work environment? How can supervision be modified to ensure that tasks and boundaries are established and maintained clearly and appropriately? Honesty & transparency maximized?

Choice

- **Maximizing Worker Choice and Control**
- Key Questions: To what extent does the supervision environment, setting, and activities maximize worker experiences of choice and control? How can supervision be modified to ensure that worker’s experiences of choice and control are maximized?

Collaboration

- **Maximizing Collaboration and Sharing Power**
- Key Questions: “To what extent does the supervision environment, setting, and activities maximize collaboration and sharing of power between supervisor and worker? How can supervision be modified to ensure that collaboration and power-sharing are maximized?”

Empowerment

- **Prioritizing Empowerment and Skill-Building**
- Key Questions: “To what extent does the supervision environment, setting, and activities prioritize worker empowerment and skill-building? How can supervision be modified to ensure that experiences of empowerment and the development or enhancement of worker skills are maximized?”