



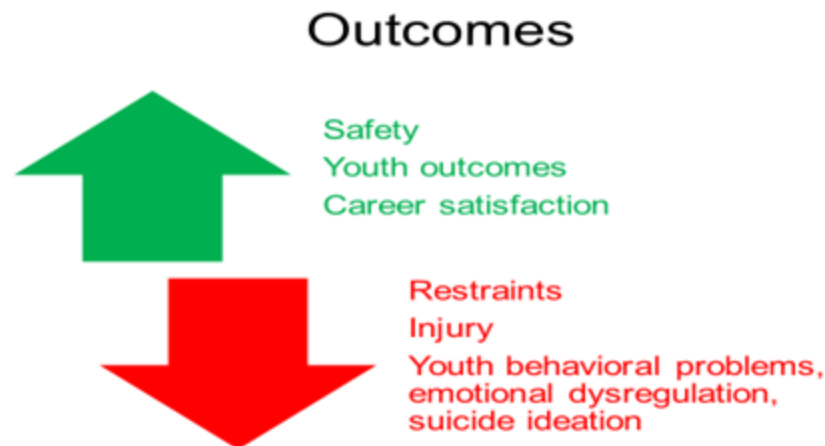
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# TIC NEWS



**TIC is NOT just for residents....**

**Trauma Informed Care is also  
for EVERY single staff at  
Home On The Range!**



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**Trauma Informed Care can help with the following:**

- ♦ More safety overall
- ♦ More career satisfaction
- ♦ Less burn-out, secondary trauma and unhealthy coping due to work
- ♦ Better relationships on and off work
- ♦ Noted better parenting and family relationships
- ♦ Less worker compensation claims - meaning less people hurt
- ♦ Increased creativity, innovation, and positive judgment on the part of staff
- ♦ Increase in health
- ♦ Feeling of more true ownership and contribution
- ♦ Decrease in cynicism and pessimism



**TIC Committee Members:**

Josh Wirtzfeld  
Kala Wirtzfeld  
Mel Rose  
Jeff Bertelsen  
Laure Wirtzfeld  
Laura Feldmann  
Shelly Schaefferkoetter  
Vanessa Ueckert

## **5 PRINCIPLES FOR ORGANIZATIONS**

**1. Safety:** Ensuring physical and emotional safety.

**2. Trustworthiness:** Trustworthiness is making tasks clear and doable within appropriate boundaries. Systems attain trustworthiness by:

- Defining the place, role, use of power, authority, and accountability across all levels of interactions.
- Having rules and regulations that are understandable, enforceable, and reasonable.
- Having consequences that match the infractions, are naturally associated with the infraction, and consistently applied.
- Creating space for healthy disagreement, productive discussion, and safe places for retreat and privacy.

All people within the system, both workers and service seekers, can understand the required tasks, the acceptable behaviors and the resultant consequences. Each interpersonal boundary (the space and emotional response between two people) is clearly defined, explained, and adhered to. Boundaries are crossed only with good therapeutic reason and with explicit permission.

**3. Choice:** Service Seeker choice and control are priorities.

**4. Collaboration:** Collaboration and sharing of power with consumers is essential and necessary. Collaboration requires the system to shed the “program” driven outcome paradigm and embrace the “life lived”, and “I know my world best” attitude when developing strategies to help. Supervisors need to be strength based in working with supervisees. Clinicians must really listen, be self aware around own biases, and use reason and motivational enhancement instead of coercion, power, or expert authority.

**5. Empowerment:** Empowerment through challenge understanding and skill development (practice and mastery). Systems need to create space for the individual to safely struggle, to attempt with partial success, and to find triumph in big and small accomplishments. The push for “quick” results or compliance (outcome) lends to “doing for and to” instead of “doing with” and letting go together. Walking beside not pushing or pulling (generally). Patience....lifetime of adaptive survival skills are not replaced in days or months.

**Trauma-informed organizations, programs, and services are based on an understanding of the vulnerabilities or triggers of trauma survivors, that traditionally service delivery approaches may exacerbate. Every part of an organization - management, and service delivery system is assessed and potentially modified to include a basic understanding of how trauma affects the life of an individual seeking services.**