

Trauma Informed Strategies

**Concrete Strategies &
Tangible Tools
for Career Development
Professionals**



Seanna Quressette, M.ED., CCDP

Trauma Foundations

Definitions, Signs and Signals



CDPs who work with clients with trauma in their systems need to understand some basics about trauma

Definitions

Signs

Signals



Defining Trauma

Trauma occurs whenever we are faced with situations that take us out of our sense of safety and existence in the world.

Trauma in Development

Shock Trauma

Intergenerational Trauma

Trauma in Development

- Trauma that occurs while the brain is still forming initial paths
- Impacts on cognitive, emotional and physical development





Shock Trauma

- Trauma that interrupts our sense of safety and existence
- Sudden
- Unexpected
- Intrusive
- Can lead to PTSD

Intergenerational Trauma

- Trauma that travels across generations
- Transmitted through Epigenetics & Actions
- Impacts sense of the right to exist for individual, family, community & nation



Signs of Trauma



- Indecision
- Reactivity
- Disinterest
- Disorganized action
- Significantly negative self-talk

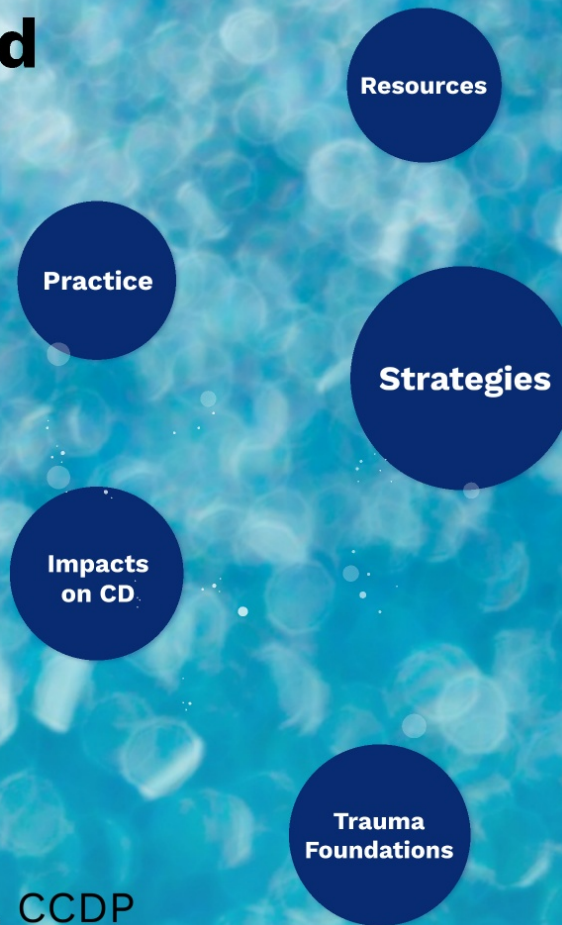
Signals



- Hyper-vigilance
- Hyperactivity
- Non responsive
- Stalled action
- No shows
- ACEs study

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Impacts of Trauma

- Trauma shows up in the body, mind and spirit
- Impacts may be short lasting or long lasting
- Impacts may be constant or intermittent
- In Career Development:
 - Decision Making
 - Identity formation

Body

Mind

Spirit

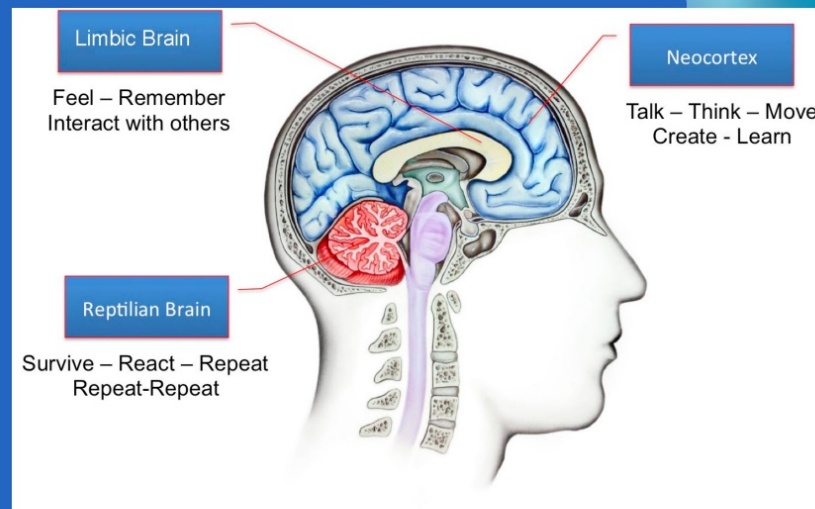
Impacts on the Body

- Arousal in ANS
- Collapse / Rigidity
- Body Memories
- Impulse Control
- Reactivity
- Aggression / Withdraw



Impacts on the Mind

- Disorganized thinking & identity
- Chemical & Electrical Challenges
- Bottom up Processing
- Challenges to Decision Making



Impacts on the Spirit



- Hopelessness
- Helplessness
- Depression
- Anxiety
- Identity confusion

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Trauma Informed Strategies



Many bricks
make up the
paths to Trauma
Informed Career
Development
practice

**Top 5
Strategies**

Dosing

**GROUNDed
Dialogues**

Top 5 Trauma Informed Strategies for CDPs



- Dosing
- Open Spaces
- The Third Option
- Regulate/Relate/Reason
- GROUNDED Dialogue

Dosing



- Finding the right size question
- Right size action
- Small enough to be possible
- Large enough to be meaningful

GROUNDed Dialogues



Get Connected
Reality Check
Optimism
Use Appreciative Inquiry
Notice the Body
Device Action

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Practice

Putting Strategies into use



**Case
Studies**

**Trying Out
Strategies**

Case Studies

- Using the handout
- Consider clients in your context
- In groups of 3
- Write legibly

**DO
US**
DOWNSIDE COLLEGE

Case Scenario Worksheet

Client Name: _____

Age: _____

Family Situation (parents, siblings, children, spouse, etc.): _____


Living Situation (with whom, what kind of environment, etc.): _____

Signs & Signals you are noticing (behaviours, etc.): _____

Any special disclosures (something client has said, etc.): _____

TICDP Connexus20 S. Quessette January 2020

Trying Out Strategies

 UNIVERSITY OF GUELPH

4 Step Approach to Trauma Informed Dialogues

Taking Stock of Resources	Link Resources to Action
Open Space for 3 rd Option	Agreement for Action

TICDP Canvas v2.0 S. Gurevitch January 2020

- GROUNDED Dialogues
- Finding the right Dose
- Steps to follow
 - Take Stock of **Resources**
 - Link Resources to **Action**
 - Leave Space for **3rd Option**
 - Make **Agreement** about Action

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Resources

for Career Development
Professionals



**Trauma
Resources**

**TIP
Resources**

Contact

To learn more about Trauma



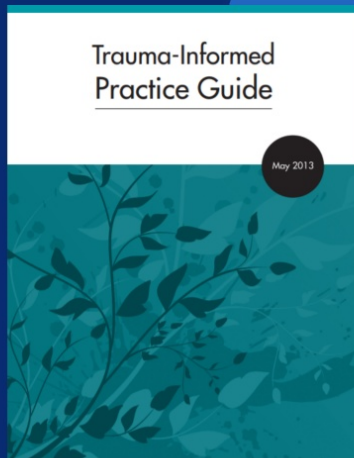
Websites:

- Bruce Perry: ChildTrauma Academy:
- **childtrauma.org**
- Understanding Complex Trauma:
- **complextrauma.ca**

Books:

- van der Kolk, B.: **The Body Keeps Score**
- Levine. P.: **Healing Trauma**

Learn more about Trauma - Informed Practice



Web Resources:

- BC Center of Excellence for Women's Health:
 - http://bccewh.bc.ca/wp-content/uploads/2012/05/2013_TIP-Guide.pdf
- Good list of resources from a number of agencies:
 - <http://bccewh.bc.ca/category/post/trauma-violence-mental-health/>

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