Some trauma-informed & trauma-responsive implementation barriers & some ingredients for successful implementation

- Struggling to recruit & find enough people who not only get it but who also model & embody the VALUES
- Keeping the energy & momentum up & continuing to breathe life into the VALUES, PRINCIPLES & PRACTICES
- The definition & rationale of trauma-informed practice being diluted by the introduction of VALUES being disguised/misinterpreted misrepresented
- Expecting a quick & easy fix & for there to be overnight changes
- Contending with frequent government & system changes
- Meaningfully being shaped, evaluated, designed & driven by people in all roles, especially those with lived experience
- Evaluating, assessing & measuring meaningful & tangible practice, organisational & cultural change
- Sustaining & meaningfully embedding the VALUES & PRACTICE into the organisation's culture, policies, practices & fabric
- Initiatives & change fatigue
- Getting genuine buy-in, ownership, commitment & champions across all levels
- Complexities that are associated with change e.g. anxiety, mourning, fear, uncertainty etc
- People feeling 'done to' rather than 'with': where there was a sense of decision making not being collaborative, respectful or inclusive
- Securing the physical emotional time, energy & space

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Some Trauma-Informed & Trauma-Responsive Implementation Barriers & Some Ingredients for Successful Implementation

CHECK TEMPERATURE

ASSESS FOR READINESS

ENSURE SUSTAINABILITY

When working within restrictive, oppressive buildings & environments

Planning & implementing across a large & geographically diverse organisation

Positions of power & hierarchical structures & practices

Lack of availability of access to services to refer to, &/or follow-up services

Not having a clear, reciprocal, visual, sensitive & regular communication strategy

Hearing to work within the restrictions & limitations of short-term funding & contracts

Training complexities e.g. more than just training/high-quality training the Border

Staff & key Shapers of drivers leaving, & orienting & inducting new people to the values & principles

To get people to own & understand how their roles fit in & why their contribution is invaluable (e.g. non-clinical staff, leadership etc)

To get the VALUES & PRINCIPLES to be part of & infused into staff wellbeing & interactions

Acknowledging, naming & recognising the prevalence & impact of trauma, adversity & toxic stress on individuals, teams & the organisation

Being able to recognise connect with, & reflect on practices, policies, & processes which can be re-traumatising & trauma-inducing

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