



TRAUMATIC STRESS  
INSTITUTE

# Staff Development Resource

## Guide Four

### Self-Efficacy

## Action Steps You Can Take Now

Here are some tips for beginning the transformation to trauma informed care:

1. Every time you talk about something a client has done, have someone review the client's history.
2. Any time someone wants to know what punishment they should apply to a given action, ask: how do we understand why he did that?
3. Clinicians- think of a treatment theme for each client you are working with, a brief statement of the central focus of your work, such as "learning to trust adults" or "learning to handle disappointment without making things worse" or "learning to recognize emotions". Communicate this to the team.
4. Develop an individual crisis management plan with each client, noting what tends to upset them, how they show they are starting to get upset, what helps, what doesn't help. Make these living documents, available to the whole team, used by all, and constantly revised.
5. Discuss with both staff and clients what about your program makes them feel safe, what about the program makes them feel unsafe. What can you improve?
6. Start some Client Leadership activities- a client council, youth-to-youth mentoring, older kids teaching younger, peer mentoring, clients sharing skills, etc.
7. Use sensory interventions, such as rocking chairs, weighted garments, blankets and fur, soft music, aroma therapy
8. Add yoga and meditation to your offerings
9. Institute a program where the client engage in some social action to help others, such as collecting food for a food bank, or volunteering at a Senior Center.
10. Start a discussion among staff about how people are feeling about the job and how the work is affecting them.
12. Have a staff retreat including all disciplines during which you have fun and do team building activities.



