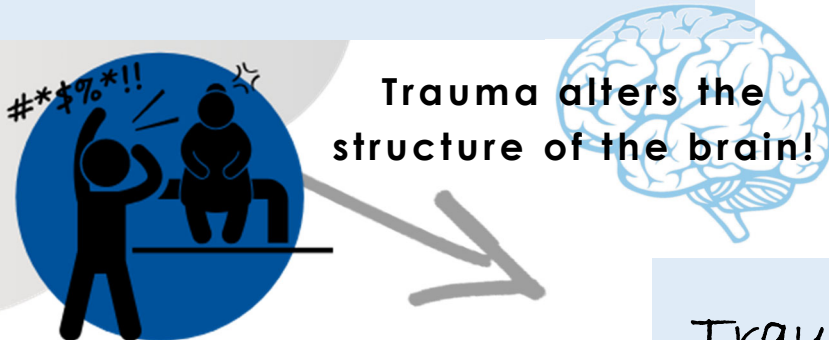


Trauma Informed Leadership

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Trauma is...

An **event** or series of events, **experienced** by an individual that has lasting **effects**.
Also known as the 3 "Es"



Examples of Trauma:

Abuse

Sexual · Physical
Emotional · Bullying

Loss

Death · Divorce
Natural Disaster · War

Ongoing

Poverty · Racism
Medical · Domestic Violence

ACEs

Adverse Childhood Experiences

- Traumatic events experienced before the age of 18
- Associated with problems in adulthood such as PTSD, substance abuse, obesity, cancer, suicidality, decreased life expectancy

Trauma can manifest:

Behaviorally - anger, irritability, reckless or self-destructive actions, suicidal ideation, absenteeism, job problems

Emotionally - nightmares, anxiety, depression, exhaustion, confusion

Psychologically - underestimate danger, hypervigilance, difficulty focusing, lack of motivation, difficulty trusting others, increased risk of victimization



14% of active duty members have a mental health diagnosis
(*Psychological Health Center of Excellence, 2020*)



24% of Air Force members engage in binge drinking.
(*Rand, 2021*)



25% of uniformed members report 4 or more ACEs
(*Blosnich, 2014*)

Trauma Informed Actions

Learn about trauma & **integrate** that into the workplace **Be mindful** of common triggers **Ensure** individuals are contributing to conversations about themselves

Be clear & predictable in your actions
Care & be connected to the people you lead

Share your story **Use positive methods** to motivate, not fear **Accept** different ways of doing work

Nurture relationships

"What happened to you?"

Instead of
What's wrong with you?