

INSPIRE ACTION FOR SOCIAL CHANGE  
INSPIRED BOOST

SERIES ON LEADERSHIP & SUSTAINABILITY STRATEGIES FOR SUPERVISED  
VISITATION PROGRAMS

PART 3: AN INTRODUCTION TO TRAUMA-INFORMED LEADERSHIP

MARCH 2, 2023

PRESENTED BY:  
ERIN FAIRCHILD





# **AN INTRODUCTION TO TRAUMA INFORMED LEADERSHIP**

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# OVERVIEW

HOW TRAUMA & HEALING SHOW  
UP IN PEOPLE, TEAMS AND  
ORGANIZATIONS

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PANDEMIC SPECIFIC  
CONSIDERATIONS

---

TRAUMA INFORMED  
LEADERSHIP & DECISION  
MAKING

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# BEING A LEADER RIGHT NOW

**01** YOU DIDN'T KNOW WHAT  
YOU WERE SIGNING UP FOR.

**02** YOU ARE HOLDING A LOT.

**03** WE ARE SO GRATEFUL  
FOR YOU.







# LET'S GET GROUNDED

- PRESS YOUR FEET, OR ANY PART OF YOUR BODY THAT YOU CAN, FIRMLY DOWN ON TO WHATEVER SURFACE THEY ARE RESTING
- HAND TO STOMACH OR CHEST TO FEEL BREATH MOVING
- CLOSE YOUR EYES AND NOTICE ONE SOUND YOU HEAR
- SQUARE YOUR SHOULDERS IF YOU CAN
- “I AM HERE.”





# CHECK IN

- **WHAT IS YOUR LEADERSHIP SUPERPOWER?**
- **WHAT IS AN AREA THAT YOU STRUGGLING IN AS A LEADER IN YOUR ORGANIZATION?**
- **WHAT IS YOUR INTENTION FOR TODAY?**





# WHAT IS TRAUMA?

**TRAUMA IS THE PERSONAL,  
FAMILIAL, COMMUNITY  
RESPONSE TO DISTRESSING  
EVENTS(S), POTENTIALLY  
IMPACTING:**

**BODY**

**BRAIN**

**SPIRIT**

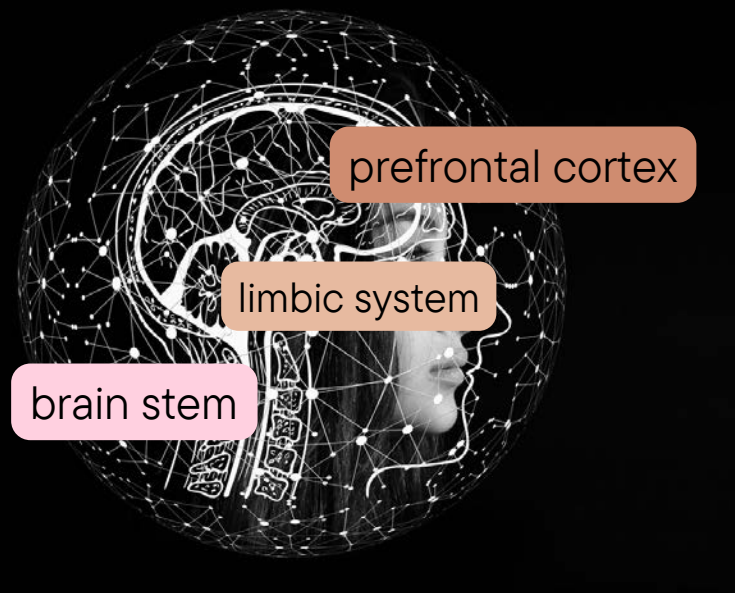
**EMOTION**





**NO SPACE IS  
"TRAUMA  
INFORMED" IF IT'S  
NOT ROOTED IN  
EQUITY & JUSTICE.**





# BRAIN STATES

## Survival

- Fear based decisions
- rigid thinking
- window of tolerance is slim
- adaptive & necessary

## Emotional

- reactive
- often connected to past experiences
- well worn pathways
- limited perspective
- adaptive & necessary

## Executive

- future orientation is possible
- window of tolerance is wider
- concrete & abstract



# BRAIN STATES LIVE IN OUR BODIES, TOO

Survival

stay alive

Emotional

emotional  
responses  
to what it took to  
stay alive

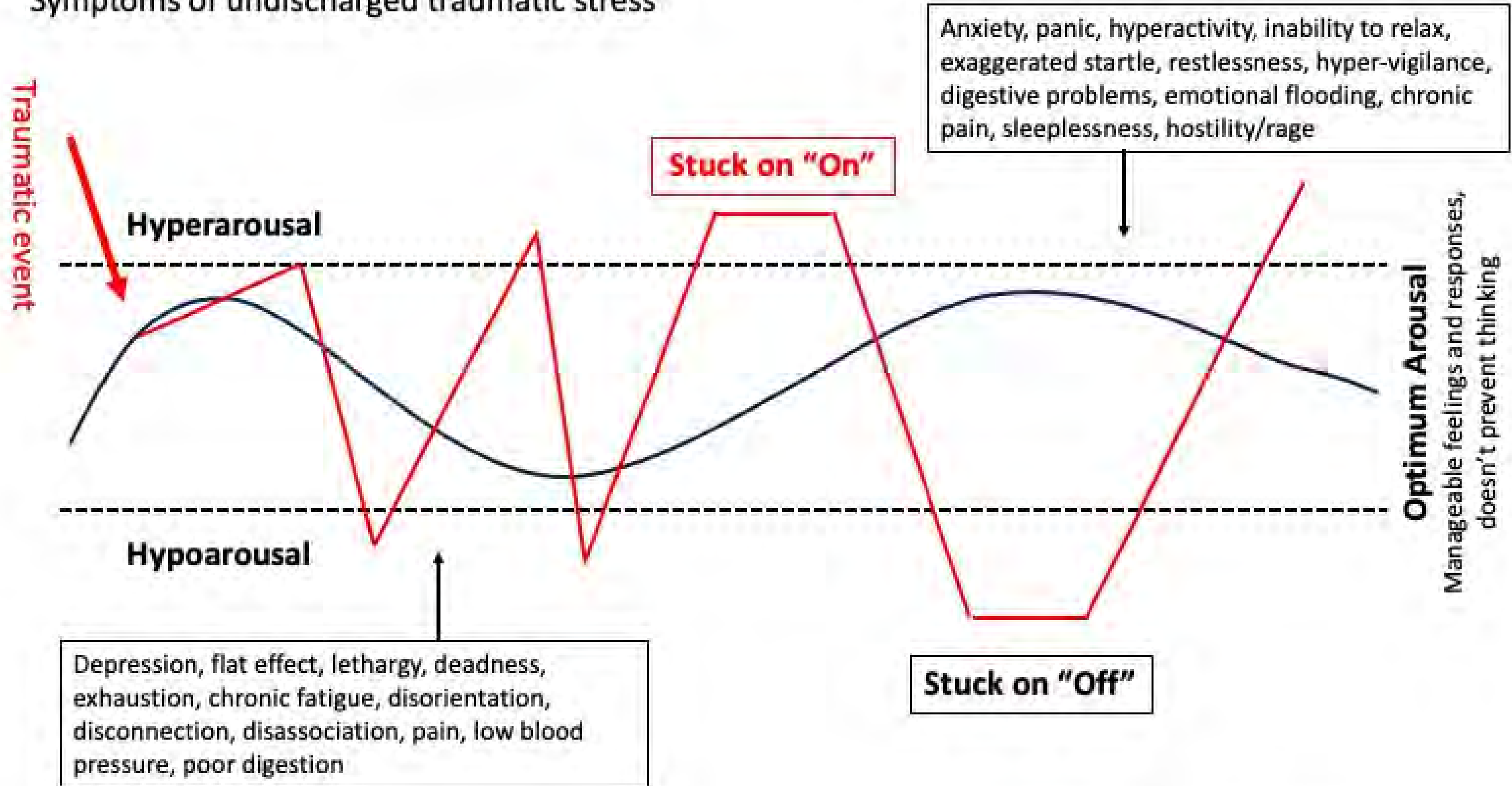
Executive

integration of  
staying alive,  
applying new and  
old learning,  
increased ability to  
choose



# Window of Tolerance

Symptoms of undischarged traumatic stress







# SELF - REFLECTION

- **HOW DO YOU RECOGNIZE/KNOW WHEN YOU'RE OPERATING OUTSIDE OF YOUR WINDOW OF TOLERANCE?**
- **WHAT'S YOUR CURRENT BIGGEST TRIGGER TO BEING PUSHED OUTSIDE YOUR WINDOW OF TOLERANCE?**
- **HOW DOES THAT IMPACT THE DECISIONS YOU MAKE?**



WE WIDEN OUR  
WINDOWS OF  
TOLERANCE IN THE  
CONTEXT OF  
CONNECTED  
RELATIONSHIPS.





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RETURNING TO IN  
PERSON WORK WAS  
AND IS EXPERIENCED  
DIFFERENTLY BY  
DIFFERENT PEOPLE.



POWER  
PRIVILEGE  
OPPRESSION  
COMMUNITY  
IDENTITY  
GREATLY SHAPE THE  
DIFFERENCES IN  
EXPERIENCE WE  
CONTINUE TO HAVE.



AFTER TRAUMA  
THERE IS ALWAYS  
THE POTENTIAL FOR  
HEALING, AND IT CAN  
BE GENERATIVE.



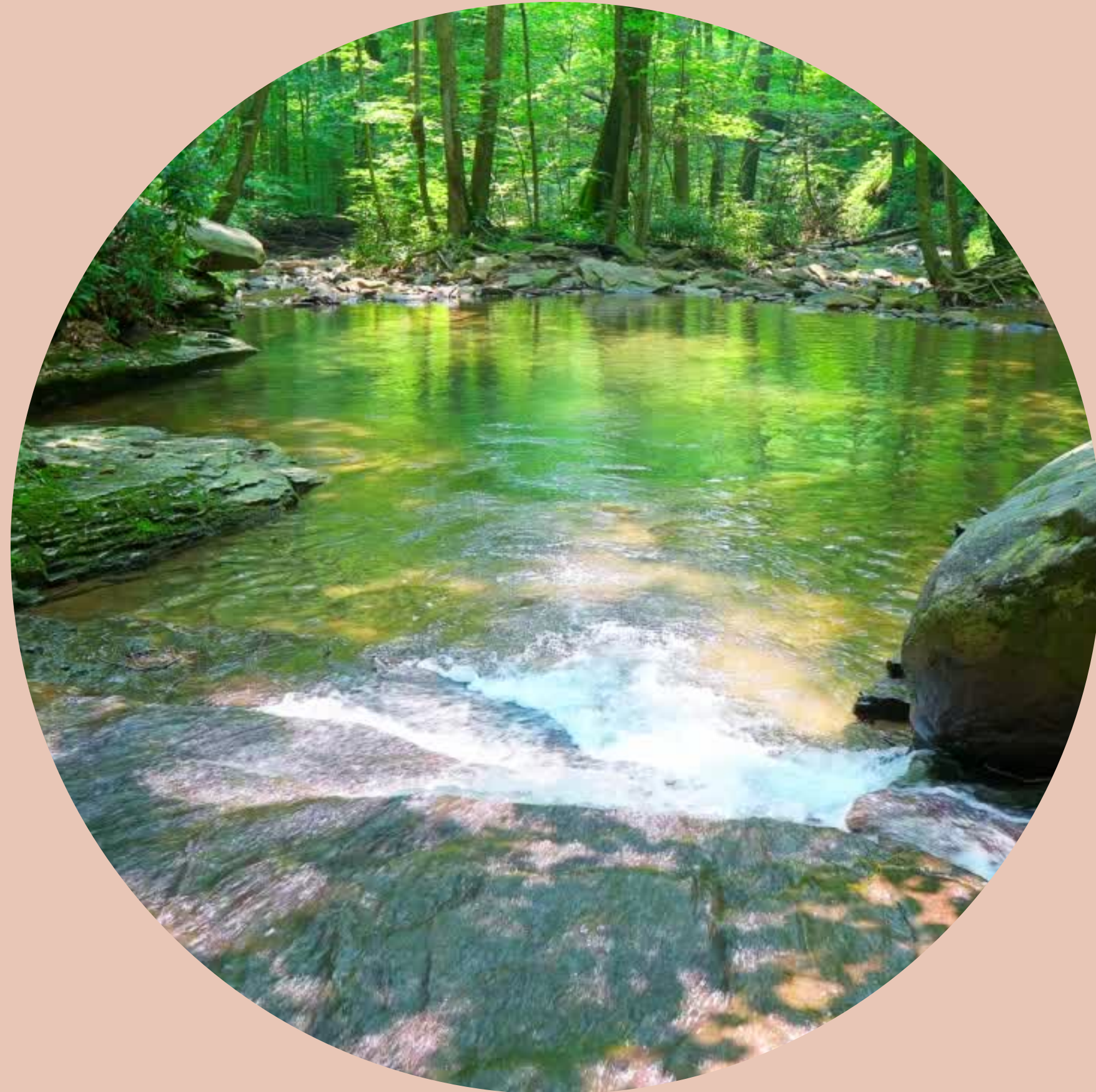


# P A N D E M I C

- attention span reduced
- exhaustion, especially for parents
- tension / divisions increased
- trust has moved - more, less
- isolation
- increased ease with new accommodations
- creative ways to stay in community
- positive life shifts
- anger
- grief / loss
- anxiety
- acute experiences with injustice
- long covid
- fatigue
- brain fog
- chronic illness
- amplifying of existing mental health symptoms
- emergence of mental health challenges that weren't present before



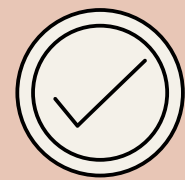




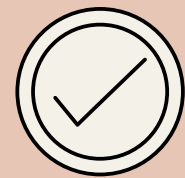
# INVITING NERVOUS SYSTEM EASE



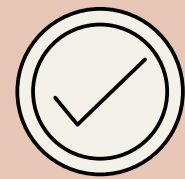
# HOW TRAUMA CAN SHOW UP IN ORGANIZATIONS & SCHOOL COMMUNITIES:



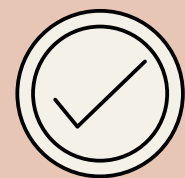
Reliance on punitive policies & protocols



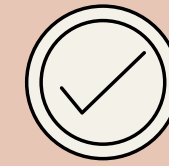
Reactivity & urgency as the baseline  
normalized



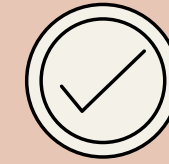
Afraid of accountability; no trusted process for  
conflict & harm repair



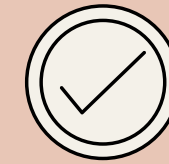
Individual over collective



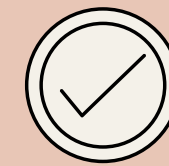
False Urgency



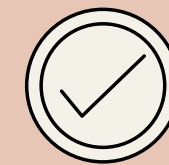
Assumed scarcity



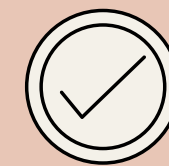
Rigid, binary thinking



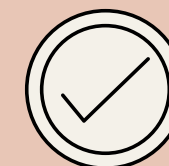
Bias, discrimination



Lack of transparency



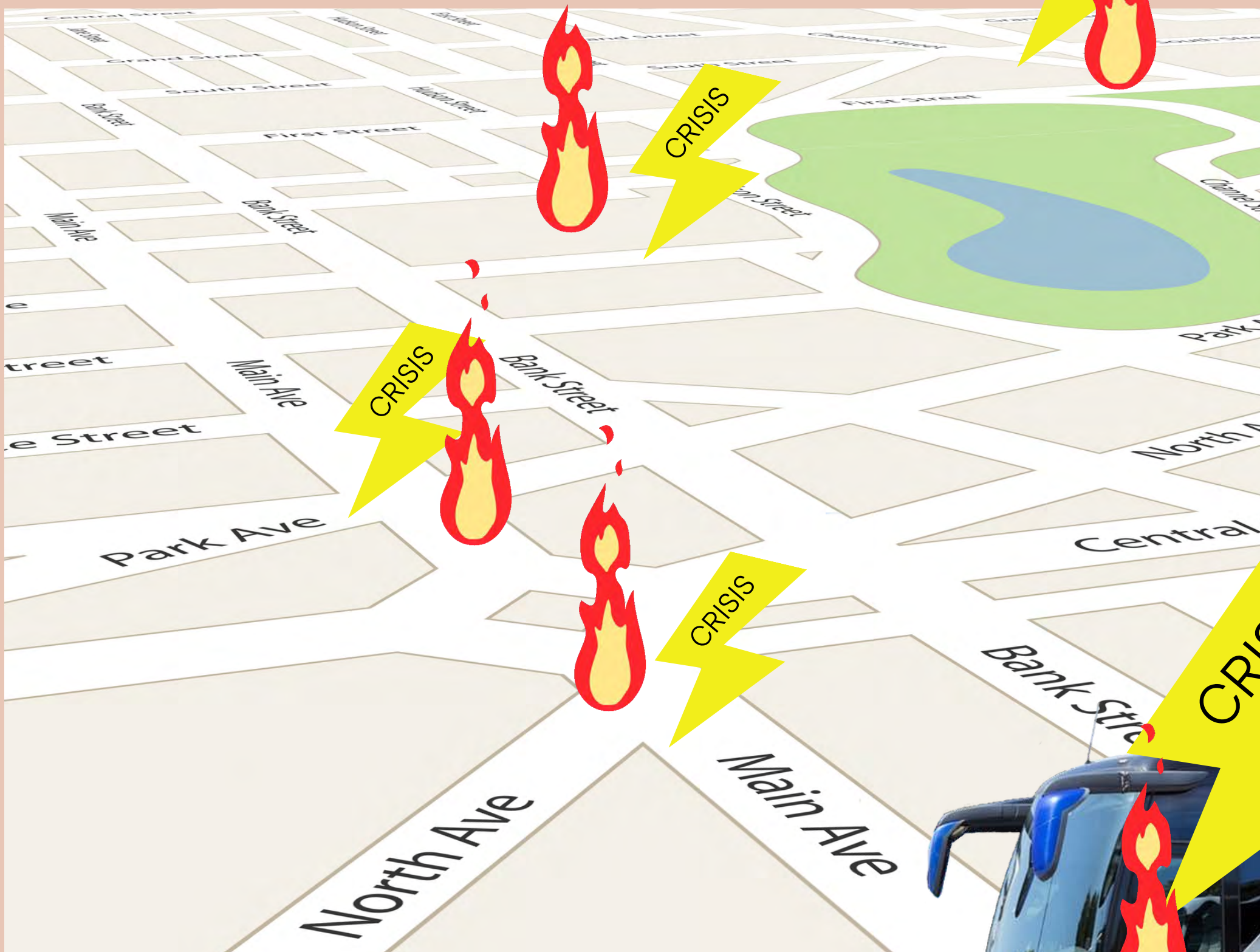
Lack of trust on many level



Us vs. them







**WHEN CRISIS IS  
DRIVING THE BUS AND  
MAPPING THE ROUTE...**





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ANTI-  
OPPRESSIVE  
PRACTICES

RELATIONAL

REGULARLY  
CELEBRATING  
SUCCESS

TRANSPARENCY &  
COMMUNICATION

ESTABLISHED  
PROCESS FOR  
CONFLICT  
RESOLUTION

AUTHENTIC  
SELVES AT  
WORK/DIVERSITY  
IS AN ASSET

POWER  
SHARING  
INSTEAD OF  
POWER OVER

CENTERS  
CULTURAL  
WAYS OF  
KNOWING

NORMALIZES  
PRO-ACTIVE  
STANCES

INTENTIONAL  
TRUST  
BUILDING

PREDICTABILITY  
WITH  
FLEXIBILITY

DE-  
ESCALATING  
URGENCY



**BUILD A SUCCESS  
CELEBRATION MOMENT  
IN TO EVERY TEAM  
MEETING.**

REGULARLY  
CELEBRATING  
SUCCESS

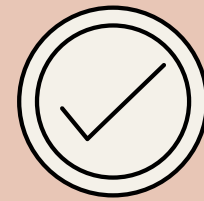


# **SELF REFLECTION MOMENT:**

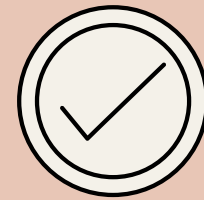
**IDENTIFY ONE AREA  
YOU'D LIKE TO MOVE  
YOUR TEAM TOWARDS  
ON THE MAP. WHAT CAN  
YOU DO NEXT WEEK?**



# TRAUMA & INFORMATION RETENTION



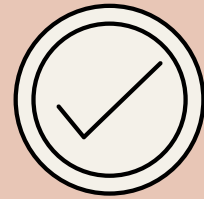
Share information multiple times, in multiple formats, from multiple people



Ask for understanding about important things



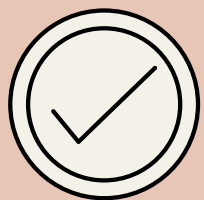
Reminders about important dates & occasions



Don't ask yes or no questions when you are in doubt



Avoid complex conversations when lids are flipped



Remember that it's not a choice to lose information due to trauma



# **PROMOTE PERSONAL RESILIENCE:**

- **ELEVATING VOICE & CHOICE OF  
STAFF**
- **PROVISIONS TO CARE FOR SELF  
& FAMILY ARE PROVIDED**
- **AUTHENTIC SELF WELCOMED**
- **BOUNDARIES ARE ENCOURAGED  
& RESPECTED**

# **PROMOTE ORGANIZATIONAL RESILIENCE:**

- **EARNED TRUST**
- **COMMUNAL COMMITMENT TO  
HEALTH & WELL-BEING**
- **NORMALIZING THAT CONFLICT  
WILL HAPPEN**
- **CLEAR PATH FOR NAVIGATING  
CONFLICT**



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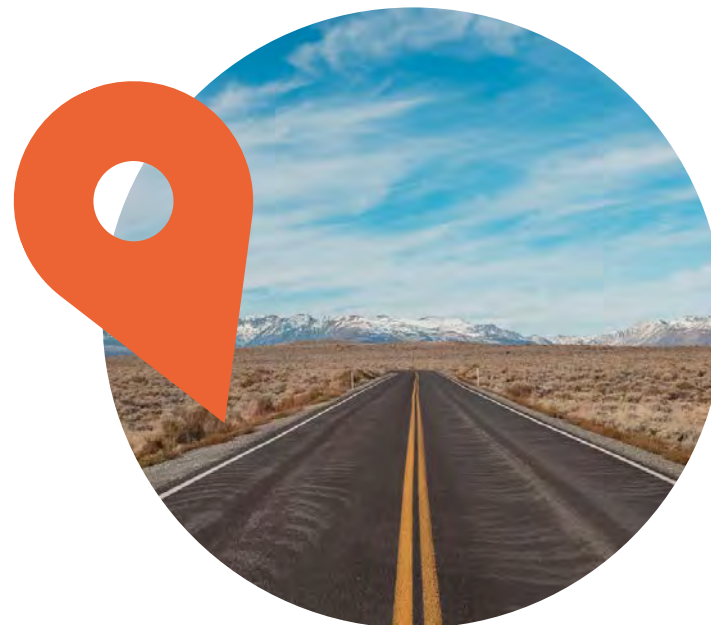
**HOW MUCH TIME CAN I SAFELY BUILD BETWEEN THE SITUATION AND THE RESPONSE?**

**HOW CAN I BUY TIME FOR COLLABORATION?**



**WILL HARM BE CAUSED IF I/WE WAIT TO MAKE DECISIONS UNTIL WE CAN BE MORE GROUNDED?**

**WHO SPECIFICALLY WOULD BE HARMED (CENTERING EQUITY)?**



**IS THIS FEELING OF URGENCY RELATED TO MY TO-DO LIST?**

**IF SO, HOW CAN I CHANGE STRATEGIES?**





**CONSTANT  
STATES OF  
URGENCY FUEL  
BURNOUT.**



"If you can name it,  
you can tame it."  
Dr. Dan Siegal





**INVITING  
NERVOUS  
SYSTEM EASE**



# BEING A THOUGHTFUL LEADER



- REMEMBER BRAIN STATES
- CO-CREATE AS MUCH AS POSSIBLE, EVEN WITH SMALL THINGS
- SCHEDULE SEND YOUR OFF HOUR EMAILS!
- CLEARLY STATE EXPECTATIONS AND EXCEPTIONS
- FIND THE WIGGLE ROOM





# TEAM BUILDING

**WHAT IS IN OUR SPHERE OF  
CONTROL?**

**WHAT ARE WE OPEN TO?**

**WHAT FOSTERS CONNECTION  
AMONGST OUR TEAM?**

**HOW CAN WE BE PRO-ACTIVE  
ABOUT THIS ISSUE?**



**"I AM FEELING  
OVERWHELMED RIGHT  
NOW; THIS IS A TENSE  
MOMENT. CAN WE  
TAKE A MOMENT TO  
GET GROUNDED  
BEFORE WE MAKE  
ANY DECISIONS?"**

**"I WONDER IF COMING  
TO SOME  
AGREEMENTS ABOUT  
HOW WE WILL WORK  
TOGETHER DURING  
THIS CHALLENGING  
TIME COULD BE  
HELPFUL?"**

**"I AM SORRY TO HEAR  
YOU'VE BEEN  
STRUGGLING. I WANT  
TO UNDERSTAND HOW  
I CAN SUPPORT YOU,  
AND NEED TO BE  
MORE PRESENT TO DO  
THAT. CAN I CONNECT  
WITH YOU ABOUT THIS  
IN 30 MINUTES?"**





# WHEN ALL ELSE FAILS IN TIMES OF GREAT STRESS:



GET GROUNDED



LESS TALKING,  
MORE MOVING



BE RELATIONAL



BE PROXIMAL



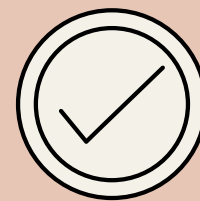
STAY HYDRATED



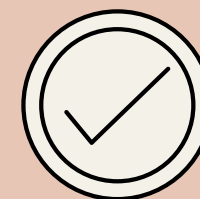
PROTECT YOUR  
SLEEP



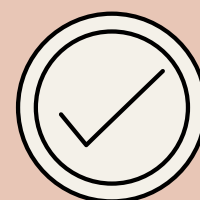
# CARRYING IT FORWARD:



Who can you share this information with?

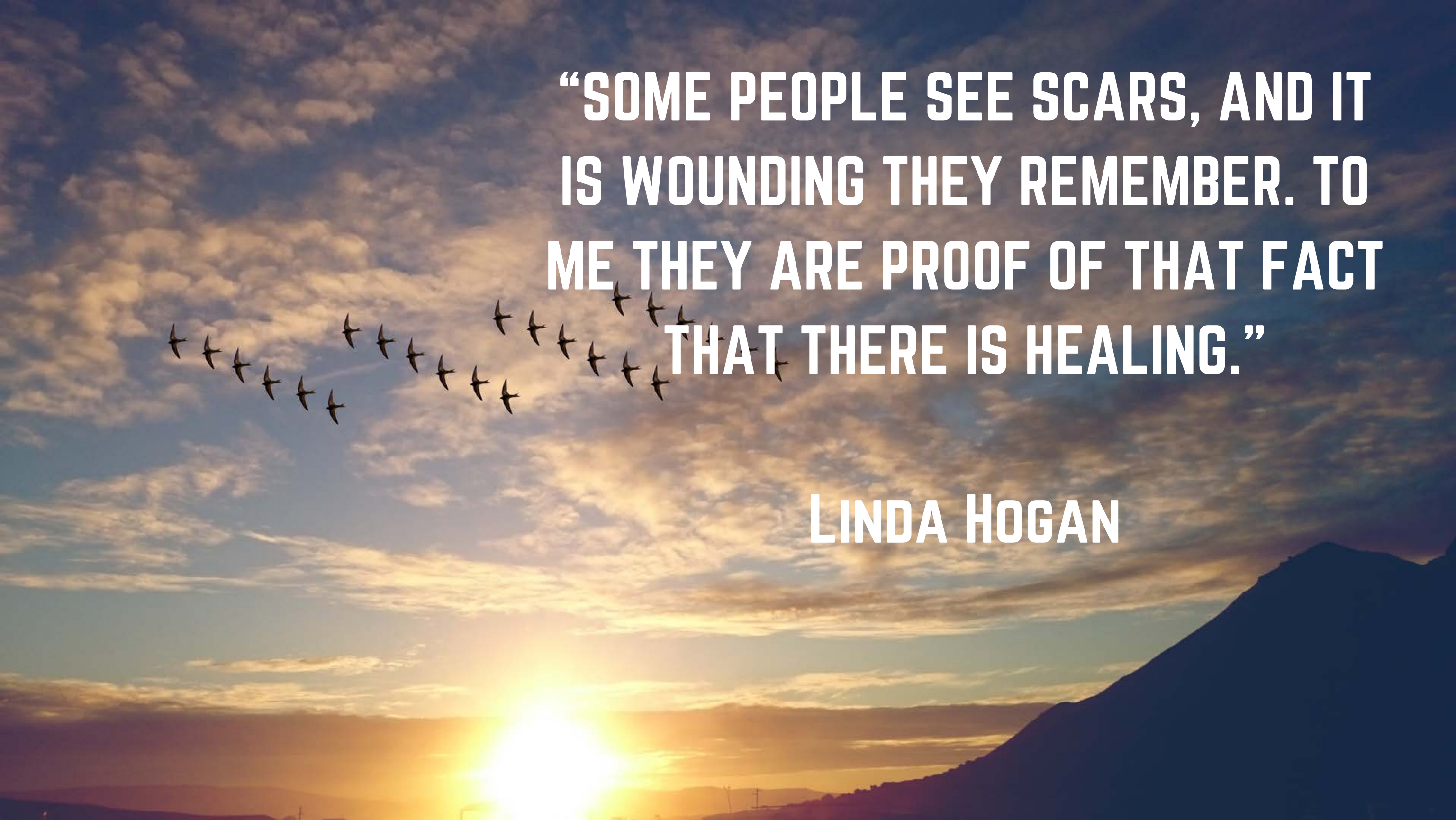


What practices can you bring to your team/communities right now?



What can you integrate in to supervision and team meetings right away?





**“SOME PEOPLE SEE SCARS, AND IT  
IS WOUNDING THEY REMEMBER. TO  
ME THEY ARE PROOF OF THAT FACT  
THAT THERE IS HEALING.”**

**LINDA HOGAN**



JOIN US FOR THE REMAINING SESSIONS IN THIS SERIES:  
SUSTAINABILITY AND LEADERSHIP

**PART 4 - MARCH 16: TRANSITIONING INTO LEADERSHIP**  
GUEST TRAINER: ALICIA WILLIAMSON

**PART 5 - MARCH 30: FINANCIAL LEADERSHIP AND SUSTAINABILITY**  
GUEST TRAINER: DEBORAH SEINKOPF

**8-9:30 AM HAWAII / 10-11:30 AM ALASKA / 11-12:30 AM PACIFIC / 12-1:30 PM MOUNTAIN**  
**1-2:30 PM CENTRAL / 2-3:30 PM EASTERN**

**INFORMATION AND REGISTRATION LINKS FOR THESE SESSIONS:**

**[HTTP://WWW.INSPIREACTIONFORSOCIALCHANGE.ORG/INSPIRED-SESSIONS](http://www.inspireactionforsocialchange.org/inspired-sessions)**



**WE ARE HERE TO PROVIDE YOU SUPPORT - PLEASE CONTACT US ANYTIME!**

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# AN INTRODUCTION TO TRAUMA INFORMED LEADERSHIP

## ~ KEY TAKEAWAYS ~

MOVE  
TOWARDS

ANTI-  
OPPRESSIVE  
PRACTICES

RELATIONAL  
IS CENTERED

REGULARLY  
CELEBRATE  
SUCCESS

TRANSPARENCY &  
COMMUNICATION

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STANCES

INTENTIONAL  
TRUST  
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PREDICTABILITY  
WITH  
FLEXIBILITY

DE-ESCALATE  
URGENCY

IDENTIFY ONE  
AREA YOU'D LIKE  
TO MOVE YOUR  
TEAM TOWARDS  
ON THE MAP.  
WHAT CAN YOU  
DO NEXT WEEK?

DO YOU NEED  
SUPPORT TO  
INITIATE THIS  
STRATEGY?



### TRAUMA & INFORMATION RETENTION: TIPS



Share information multiple times, in multiple formats, from multiple people



Ask for understanding about important things



Reminders about important dates & occasions



Don't ask yes or no questions when you are in doubt



Avoid complex conversations when lids are flipped



Remember that it's not a choice to lose information due to trauma

### CRITICAL INQUIRY FOR DE-ESCALATING URGENCY

HOW MUCH TIME CAN I SAFELY BUILD BETWEEN THE SITUATION AND THE RESPONSE?

HOW CAN I BUY TIME FOR COLLABORATION?

WILL HARM BE CAUSED IF I/WE WAIT TO MAKE DECISIONS UNTIL WE ARE MORE GROUNDED?

WHO SPECIFICALLY WOULD BE HARMED OR NOT (CENTERING EQUITY)?

IS THIS FEELING OF URGENCY RELATED TO MY TO-DO LIST?

IF SO, HOW CAN I CHANGE STRATEGIES?

**REMEMBER: TRAUMA IMPACTED ENVIRONMENTS OFTEN GRAVITATE TOWARDS URGENCY AS THE BASELINE. WITH INTENTION AND PRACTICE, WE CAN BUILD MORE SPACE IN TO OUR ENVIRONMENTS AND RELATIONSHIPS.**

by Erin Fairchild

**Collective Action**  
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# BEING A THOUGHTFUL LEADER

- REMEMBER BRAIN STATES
- CO-CREATE AS MUCH AS POSSIBLE, EVEN WITH SMALL THINGS
- SCHEDULE SEND YOUR OFF HOUR EMAILS!
- CLEARLY STATE EXPECTATIONS AND EXCEPTIONS
- FIND THE WIGGLE ROOM

# TEAM BUILDING BEFORE/DURING/AFTER VIRTUAL WORK

- WHAT IS IN OUR SPHERE OF CONTROL?
- WHAT ARE WE OPEN TO?
- WHAT FOSTERS CONNECTION AMONGST OUR TEAM?
- HOW CAN WE BE PROACTIVE ABOUT THIS ISSUE?

## REMINDER:

**NO SPACE IS "TRAUMA INFORMED" IF IT'S NOT ROOTED IN EQUITY & JUSTICE.**

**HOW CAN WE CENTER HEALING & EQUITY THROUGH OUR CONNECTIONS & PROCESSES?**

## SAMPLE SCRIPTING FOR HOLDING SPACE

"I AM FEELING OVERWHELMED RIGHT NOW; THIS IS A TENSE MOMENT. CAN WE TAKE A MOMENT TO GET GROUNDED BEFORE WE MAKE ANY DECISIONS?"

"I WONDER IF COMING TO SOME AGREEMENTS ABOUT HOW WE WILL WORK TOGETHER DURING THIS CHALLENGING TIME COULD BE HELPFUL?"

"I AM SORRY TO HEAR YOU'VE BEEN STRUGGLING. I WANT TO UNDERSTAND HOW I CAN SUPPORT YOU, AND NEED TO BE MORE PRESENT TO DO THAT. CAN I CONNECT WITH YOU ABOUT THIS IN 30 MINUTES?"



GET GROUNDED



LESS TALKING, MORE MOVING



BE RELATIONAL



BE PROXIMAL



STAY HYDRATED



PROTECT YOUR SLEEP

by Erin Fairchild

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