

INTRODUCTION TO TRAUMA INFORMED SUPERVISION (TISV)

Angela N. Chew, LCSW
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Who?

Adapted with permission from:

Eda Kauffman, LCSW & Joe Foderaro, LCSW BCD
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Special thanks to:

BHARP & CCBH

for providing the Trauma Initiative training opportunities
which included Trauma Informed Supervision (TISV)

What will we learn:

- ▶ Participants will be able to define trauma-informed supervision (TISV).
- ▶ Participants will be able to describe the benefits of trauma-informed supervision (TISV).
- ▶ Participants will to practice and implement trauma informed supervision (TISV) techniques/tools.

How will we learn:

- ▶ Informative lecture
- ▶ Group interaction and participation
- ▶ Movement and activity
- ▶ Practical examples and applications
- ▶ Positive encouragement
- ▶ Stepping out of the traditional models and comfort zones

Why should we learn TISV?

- ▶ Promote growth and change
- ▶ Prevent re-traumatization of consumers and/or staff
- ▶ Prevent and recognize burn-out, compassion fatigue, and/or vicarious trauma
- ▶ Strengthen team and individual relationships with each other and with supervisor
- ▶ Improve work environment and culture
- ▶ Improve staff retention
- ▶ Improve quality of care and work overall

When and Where to use TISV?

- ▶ Tools can and should be used in any supervisory interactions
 - ❖ Formally
 - ❖ Informally
 - ❖ Individually
 - ❖ Group Settings
 - ❖ Meetings
 - ❖ Clinical, non-clinical, and blended groups
 - ❖ Any environment where supervision is held

What is trauma?

Definition (SAMHSA 8/2/2019):

- ✓ “an event or series of events or set of circumstances that is experienced by an individual as physically or emotionally harmful or life-threatening and that has lasting adverse effects on the individual’s functioning and mental, physical, social, emotional, and/or spiritual well-being”

Then what is vicarious trauma?

- **Defined:** *transmission of traumatic stress by bearing witness to the stories/perceptions of traumatic events*

(Institute for Family Professionals, 2016)

- *The cumulative transformative effect on the helper of working with survivors of traumatic life events, both positive and negative.*

(Saakvitne & Pearlman, 1996)

What is Trauma-Informed Supervision? (TISV)

- ▶ “based on the assumptions that traumatic and adverse experiences are prevalent and affect every person and system”
- ▶ “recognizes this prevalence and creates supervisory conditions and techniques that promote growth and avoid further re-traumatization to clients, agencies, systems, and colleagues”
- ▶ “built on trusting relationships which supervisees and supervisors are mutually empowered and engaged in professional growth”
- ▶ “asserts then when supervision, practice techniques, and agency culture are reflective of each other true change and growth are possible”

(Eda Kauffman, LCSW & Joe Forderaro, LCSW BCD - 2017)



It's the "elephant in the room"

TISV Tools: Community Meeting (Activity)

1. What's your name?
2. How are you feeling?
3. What is your goal?
4. Who can you ask for help?



Essentials and purpose of Community Meeting

- ▶ Keep answers brief
- ▶ A time to listen to others. Avoid follow-up questions.
(Do you need a check-in?)
- ▶ What's My Name? - attends to readiness to “own” the time & space, focus
- ▶ What Feeling word describes my emotions? - prevents alexithymia - the disconnection between language and feeling (*use descriptive and specific feeling words and avoid words like “fine” or “good”*)
- ▶ My Goal - what do I want to get done, the future, breaks the spell of past traumas
- ▶ Who will I ask for Help? - interdependence vs isolation
- ▶ Overall temperament of the room

General TISV Guidelines:

- ▶ 1. Build in a community meeting at start of every supervision session or meeting.
- ▶ 2. Identify goals at the start (formal agenda or by each person's named goal)
- ▶ 3. When discussing cases or issues be sure to address/discuss:
 - ❖ a. Areas of Safety
 - ❖ b. Emotions attached
 - ❖ c. Issues of loss (holding onto something? Unaddressed loss/change?)
 - ❖ d. Goals for the future (action plan)

TISV and 5 Types of Safety

physical

emotional &
psychological

intellectual

social

ethical/spiritual/moral

Physical Safety

Are you safe from physical harm?

Do you feel secure in your environment

Do you have the things you need to get on with your day such as housing, clothing, money, food, locked doors, paved roads, safe transportation, physical health, medication, etc.?



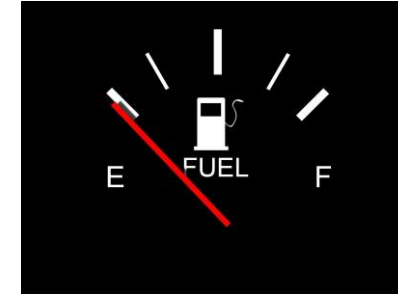
Emotional & Psychological Safety

Are you able to manage your emotions in a manner that does not cause harm to you? To others? To loved ones?

Can you identify words that describe how you feel?

Do your feelings make it difficult for you to do what you want to do with your day or this moment?

Does your personal sense of worth and value match your hopes for yourself?



Intellectual Safety

Are you able to say “I don’t know”?

Are you able to learn from others?

Do you know where to get the information/answers?

Is it “ok” to not be the expert?

Is learning a life long process?

Are you able to make and be accountable for mistakes?



Social Safety



Do you have people around you who provide guidance and support?

Are you a part of a group of which you are proud?

Can you rely on others when you feel upset or worried or confused?

Do you have people in your life with whom you have fun?

Do you have people by whom you feel loved and cherished?



Ethical/Spiritual/Moral Safety

Do you feel part of something bigger than just you?

Can you identify a system of values that give you purpose and meaning and keeps you rooted or grounded?

Do you have a “gut feeling” that something is not right for you/that you are heading in the wrong direction?

Are you able to feel a sense of awe?

Do you know when your compass is not pointed in the right direction?



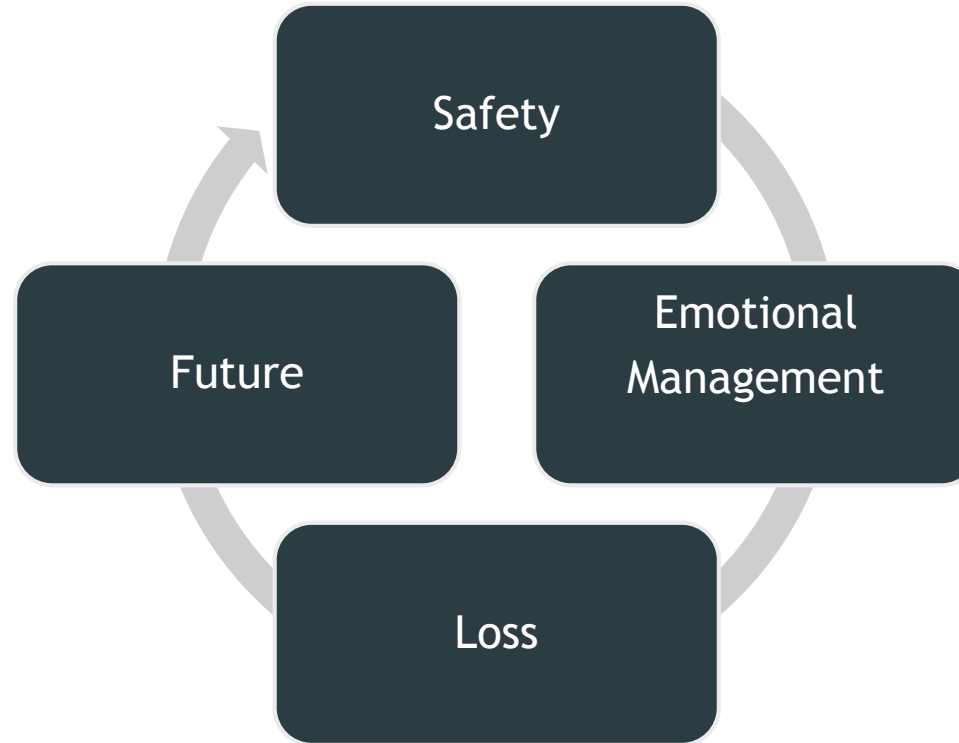
Safety Planning: Activity

- ▶ Five groups one for each type of safety
- ▶ Define a common issue in behavioral health which affects a staff person for your type of safety.
- ▶ How could you as a supervisor help that staff person create a plan to cope or address when they experience a threat to that type of safety?
- ▶ Remember to keep it simple, individualized, and easily accessible.

The S.E.L.F. Circle (TISV Tool)

SAFETY leads to ...
EMOTIONAL
MANAGEMENT leads
to...
LOSS leads to ...
FUTURE leads to ...

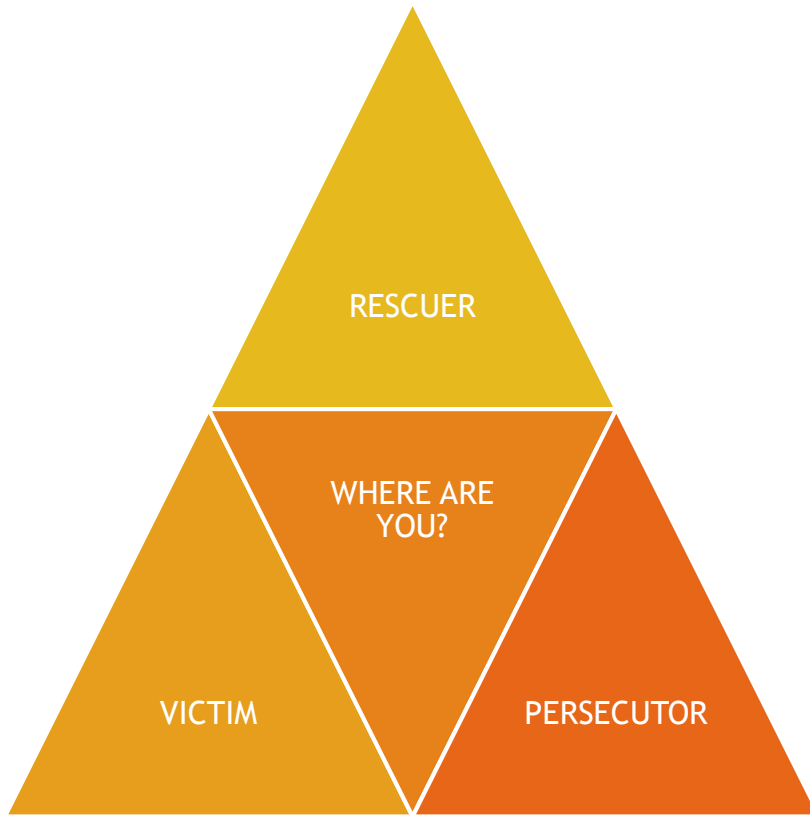
And the cycle
continues



S.E.L.F. CIRCLE ACTIVITY

- ❖ Where do you find yourself in using trauma informed practices?
- ❖ Where do you find your program/agency with trauma informed practices?
- ❖ Where do find your administration with trauma informed practices?

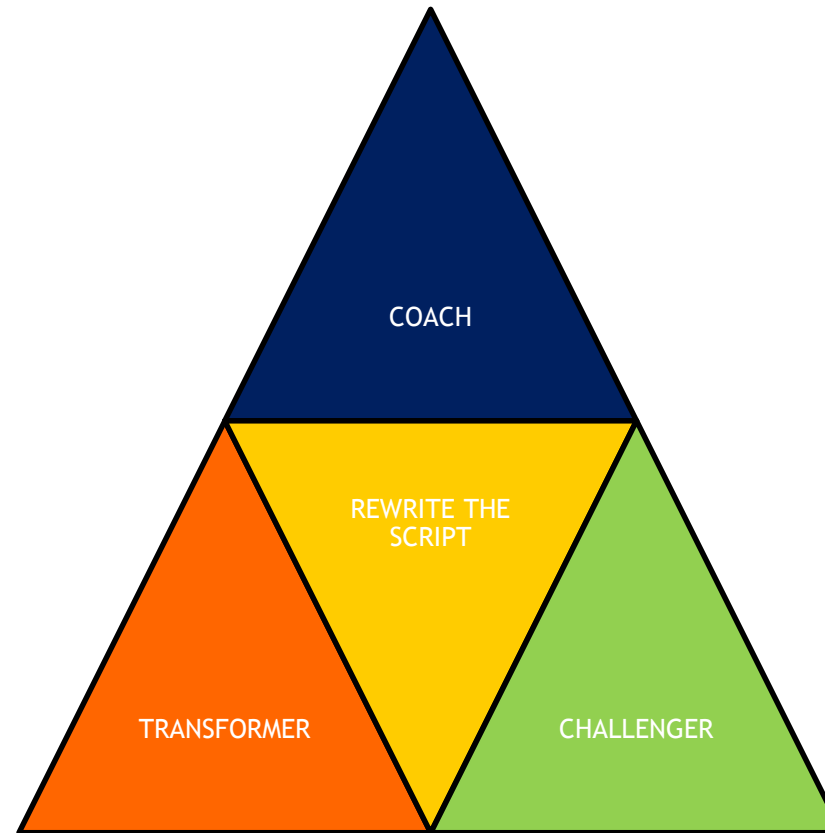
Relational Roles Triangles: Managing Conflict (RVP)



- It's normal to move among these 3 roles
- It's normal to identify more with one than another
- It's normal to find yourself in the same spot again
- It's normal to find others in the same spot again and again
- No one spot is better than the other

What if try this instead?: The CCT Triangle

- Take on a new role
- Reframe the role which you find yourself
- Reframe the role in which you find others.
- Consider the connections the 3 spots have to each other
- Consider working together as a team to resolve conflict
- All roles are equally valuable and necessary.



QUESTIONS?



THOUGHTS?



DISCUSSION, FEELINGS, FEEDBACK?



Contact me:

Angela N. Chew, LCSW, Clinical Director

Dickinson Center, Inc.

43 Sevidea Drive

Ridgway, PA 15853

814-776-2145

achew@dickinsoncenter.org