

# TRAUMA-RESPONSIVE LEADERSHIP

Perinatal



Sleep disturbances  
Nightmares  
Anger, Irritability

I can't concentrate at all. Had a flashback. Do I have PTO to leave early?



Difficulty forming trusting relationships

Since the event, I can't even go into that room or talk about what happened



Intrusive symptoms may be most common

## Effects of Trauma on Staff

Disrupts memory, processing & communication



Calling out sick again. I'm in a flare-up plus this cold is lingering

Anxiety, depression  
Chronic physical health conditions



Negative self talk  
Guilt, helplessness

I feel so numb. Bad things happen, so I stay busy with tasks.



## Stress Responses

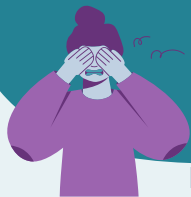
Automatic reactions, unconscious behaviors



**FIGHT**  
Yelling  
Controlling  
Glaring

**FAWN**  
Pleasing  
Agreeable

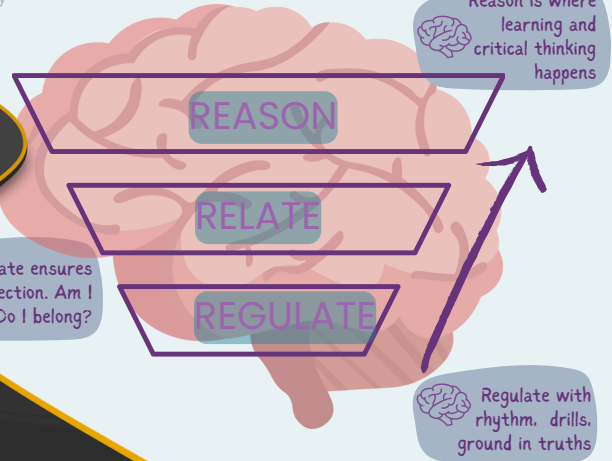
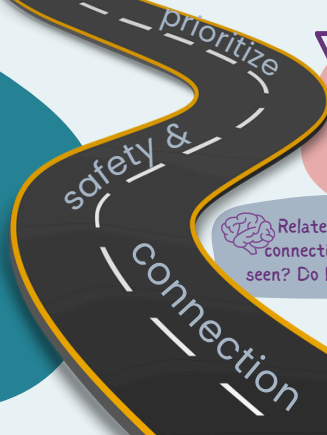
**FREEZE**  
Feeling Stuck



**FLIGHT**  
Restless  
Disassociate

## Sequence of Engagement

Bruce D. Perry



Reason is where learning and critical thinking happens

Relate ensures connection. Am I seen? Do I belong?

Regulate with rhythm, drills, ground in truths



FOSTER ENGAGEMENT, RETENTION, & HEALING WITH A

## Trauma-Informed Approach

Moving past stereotypes means holding each other accountable

**Safety** physical and psychological

**Collaboration & mutuality** disrupt power dynamics

**Voice & choice**



**Cultural, historical & gender issues**

**Trustworthiness** consistently earn the trust of your team

**Peer support**



Consistently validate and acknowledge the individual



How are you? What do you need right now?

Clear and transparent communication



# BEHAVIORS OF TRAUMA-RESPONSIVE LEADERS

*Add your own challenging behavior or example, then complete the activity through a trauma-responsive lens using the 6 Key Principles below.*

Behavior	The story we assume	What we know about trauma	Strategy using key principles	Notes
A nurse snaps at the patient and is heard yelling, "You will not talk to me like that. I will not tolerate your behavior".	<ul style="list-style-type: none"> <li>• Unprofessional</li> <li>• Difficult to work with</li> <li>• Needs Medication</li> </ul>	Staff may be trauma survivors themselves or have experienced vicarious trauma due to the nature of their work. This can impact their ability to regulate emotions or cope with stress	<p><b>Safety:</b> check-in with the nurse</p> <p><b>Peer Support:</b> Regular and predictable check-ins</p> <p><b>Empowerment:</b> include staff in bringing TI training</p> <p><b>Trust and Transparency:</b> Create clear, consistent expectations</p>	Foster strength & capacity building: What strengths or protective factors does the nurse have to help her through these challenges?

**Safety**

**Collaboration & mutuality**

**Voice & choice**

**Cultural, historical & gender issues**

**Trustworthiness**

**Peer support**



**6 Key Principles**  
OF A TRAUMA-INFORMED APPROACH



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## Secondary Traumatic Stress Prevention

### Support your team

- Provide trainings that raise awareness of secondary traumatic stress.
- Offer opportunities for staff to explore their own stress responses.
- Host regular meetings to address feelings regarding difficult patient interactions.
- Encourage & Incentivize physical activity, yoga, art, meditation

Trauma support is intentional and ongoing



Could it be serious?

PTSD symptoms is a time to refer for help



### Know the signs

#### PTSD – An Acute Distress Disorder

- Lasting >30 days
- Back in the moment of an event
- Nightmares
- Avoidant habits
- Negative thoughts
- Hyperarousal such as panic attacks, not feeling psychologically safe

How can I recognize it?

### Trauma-Responsive Leader Toolkit:

These tools can be used for everyone!



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## The Research on Supporting Your Staff

### System-Wide Supports:

- Ideas from the research...



### Regulate & Recover Area

- **Designated space** (not multi-use)
- **Peaceful area** (ideas: calming art work, fountain, white noise machine, soft lighting, essential oils, massage tools, comfortable seating, guided meditations, neuro drill reminders)
- **Encourage breaks in this space** (don't restrict its use)

### Reflection Questions for Your Debriefing Process

- ADRIANE WROTE DOWN THE LIST!

References



QR CODE/Google doc?

*Thank you!*

