

Trauma-Informed, Resilience-Oriented, and Equitable (TIROE) Care Staff Safety Self-Assessment



This Safety Self-Assessment serves as an environmental scan for your organization. It is designed to elicit staff insight on trauma-informed care principles and how they are implemented within your organization. The statements are constructed to provoke critical thinking about how your environment is designed and delivered, and to bring underlying organizational culture to the surface.

How to use this tool

The Safety Self-Assessment consists of fifteen reflection statements, with answer choices along a five-point scale. Every staff member should complete this Safety Self-Assessment individually by filling out the table below. Then, work as a team to aggregate and discuss responses across the organization. Use assessment findings to inform next steps towards a safe and secure environment for staff.

Guiding terms

- **Physical safety:** Free of threats to a person's physical wellbeing.¹
- **Psychological safety:** Being able to show one's self without fear of negative consequences of self-image, status, or career.²
- **Social safety:** The ability to be a part of a group; to listen and to be heard; to be able to play a role in conflict resolution; and to use one's intelligence and creativity to serve a group process—without engaging in behavior or activities that destroy the integrity of the self or the group.³
- **Moral safety:** An environment where a person is able to do their work with a sense of integrity because their sense of what is right is supported by their organization and the people who directly supervise them.³

¹National Council for Mental Wellbeing. (2022, February 9). *Trauma-informed care screening and assessment toolkit*. National Council for Mental Wellbeing. <https://www.thenationalcouncil.org/resources/trauma-informed-care-screening-and-assessment-toolkit/>

²Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *The Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.2307/256287>

³Bloom, S. L. (2017). The sanctuary model: Through the lens of moral safety. In S. N. Gold (Ed.), *APA handbook of trauma psychology: Trauma practice* (pp. 499–513). American Psychological Association. <https://doi.org/10.1037/0000020-024>

Directions

Using the five-point scale, indicate the degree to which you agree that your organization meets the following standards:

1 = Strongly Disagree
2 = Disagree
3 = Neutral
4 = Agree
5 = Strongly Agree

N/A or Don't Know = I am not sure I understand this standard; I do not know if we meet this standard; or this standard does not apply to our organization.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A or Don't Know
Our organization is committed to the health and safety of its employees.						
I am physically safe while at work.						
I feel psychologically safe while at work.						
I feel socially safe while at work.						
I feel morally safe while at work.						
My culture is respected here.						
My voice is heard and given equal value here.						
I can openly and honestly express my true self, including my cultural and gender identity and expression, without fear of punishment or judgment.						

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A or Don't Know
I can openly and honestly raise issues, questions, or concerns around psychological safety with my supervisor without fear of punishment or judgment.						
I can openly and honestly raise issues, questions, and concerns around social safety with my supervisor without fear of punishment or judgment.						
I can openly and honestly raise issues, questions, or concerns around moral safety with my supervisor without fear of punishment or judgment.						
I can openly and honestly raise issues, questions, or concerns around physical safety with my supervisor without fear of punishment or judgment.						
The organization properly communicates with all levels of staff.						
The organization properly trains and supports me in my position.						
I have a good relationship with my team.						