

Understanding Trauma & The Six Core Principles of a Trauma-Informed Approach



Team Discussion Guide

Give each team member a copy of these questions to help guide the discussion, use it as a worksheet to keep a record of what was discussed, and collect team feedback on where to focus future learning and improvements.

1. Why is it important for all staff to understand trauma and adverse childhood experiences (ACEs)?
2. Why is a trauma-informed approach important for our work?
3. In our community, or service area, what are some of the factors that may be contributing to the trauma histories of the people we serve?
4. What have we heard from our participants about our service environment(s) and feeling of safety in the program?

5. Which of the six core principles of a trauma-informed approach does our program currently incorporate into our culture well? *Check all that apply and share an example.*



Safety



Trustworthiness and transparency



Peer support



Collaboration and mutuality



Empowerment, voice, and choice



Cultural and historical awareness

6. Which of the six core principles of a trauma-informed approach does our program have room for improvement on? *Check all that apply and share an example.*



Safety



Trustworthiness and transparency



Peer support



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Empowerment, voice, and choice



Cultural and historical awareness

7. As we think ahead about how to strengthen elements of our program that support each other and the people we serve, what additional information would we like to have? What would we like to know more about?

- Definition of trauma
- Principles of trauma-informed approaches
- The impact of trauma on youth development, relationships, and sexual behavior
- The role of supportive resources and resilience
- Prevalence of trauma in our service area
- How trauma affects the way people engage
- Trauma in the youth-serving workforce, including secondary trauma
- Ways to promote workforce wellness
- De-escalation and incident response
- Other: