

# MappingTool

## Core Competencies for Trauma-Informed Staff

	Demonstrates Competency	Needs further development	Little to No Exposure
<b>Demonstrates Knowledge in the Following Areas</b>			
Summarizes the findings of the Adverse Childhood Experience Study (ACES)			
Describes interconnection of violence, trauma, & social issues			
Describes impact of trauma on the body, spirit, mind			
Understands impact of trauma over the life-span			
Understands "symptoms" are considered adaptive strategies/coping mechanisms			
Understands the complex needs of trauma survivors			
Understands the prevalence and impact of gender disparity (especially regarding women)			
Describes the impact of cultural trauma			
Understands retraumatization			
Understands cultural differences in how people understand, respond to, and			
Understands universal precautions			
Understands the impact of natural disasters and war and its link to earlier traumatic experiences for trauma survivors			
Understands impact of trauma on LGBTQ individuals and community			
Understands healthy boundaries within trauma-informed contexts			
Understands the intergenerational cycle of violence			
Understands the importance of self-care			

	Demonstrates Competency	Needs further development	Little to No Exposure
Understands the building blocks of establishing a trusting relationship			
Understands collaborative decision-making processes and need to seek			
Understands the role of staff self-disclosure in trauma-informed settings			
Understands the need to know peers/participants beyond their label, disability and/or affect			
Understands why gender specific options are available			
<b>Demonstrates Skills in the Following Areas</b>			
Articulates a working definition of trauma			
Articulates difference between trauma-informed and trauma-specific			
Ability to establish and maintain healthy boundaries			
Ability to create a safe, welcoming physical environment			
Ability to create a safe, welcoming, supportive environment			
Ability to create a safe, welcoming, inclusive environment			
Ability to create a safe, welcoming, relational environment			
Ability to provide gender specific supports and services			
Supports peer skill development by sharing power			
Supports peer/participant involvement by providing opportunities for program participants to facilitate, organize, and/or coordinate activities			
Ability to establish and maintain transparency in actions and interactions			
Establishes means for sharing information in an ongoing, consistent manner			

	Demonstrates Competency	Needs further development	Little to No Exposure
Ability to establish trusting relationships with colleagues			
Ability to establish trusting relationships with peers/participants			
Ability to make appropriate referrals with timely follow-up			
Ability to communicate and collaborate with peers/participants in a respectful, inclusive manner			
Ability to make decisions in collaboration with peers/participants			
Ability to engage peers/participants with empathy, warmth, and sincerity			
Ability to practice self-care in an intentional, consistent manner			
Ability to maintain confidentiality			
Ability to identify and use relevant existing community programs and resources and alternative peer/participant operated			
Willingness to ask for help from supervisor, peers/participant, colleague			
Willingness to learn from peers/participants			
Ability to offer true choice to peers/participants and to honor their choice			
Ability to coach peers/participants to know their strengths & talents			
Demonstrates culturally appropriate respect			
Ability to tailor staff person approach to individual peer's/participant's unique goals and needs			
<b>Demonstrates the Following Values In One's Work</b>			
Values the lived experience of peers/participants			
Peers and program participants are the experts in their own recovery			

	Demonstrates Competency	Needs further development	Little to No Exposure
Healing from trauma is transformative			
Connections between staff and participants are reciprocal and offer opportunities for shared learning			
Women heal in relationship with self, others, and/or a source outside			
Pathways to recovery are diverse and vary from individual to individual			
Recovery is a spiral path, not direct, not linear			
Healing builds strength in the "broken places"			
Recovery from trauma is possible for all			
Informed choice is central to trauma recovery			
Healing Happens in relationships			

NOTE: These are the values we have identified for a trauma-informed organization.

Review your organization's values and see how and if they align with these values.

We encourage you to consider what are trauma-informed values for your organization.