### **Organizational Transition to Trauma Responsiveness**

### Trauma-Aware

Staff understand the term "trauma" and how it can change the way they view and interact with others.

Workplace safety is a priority and the wordplace considers both physical and mental health.

## **Trauma-Sensitive**

The organization values a trauma-informed lens and identifies trauma and resilience in policies.

Trauma training is institutionalized for all staff.

Staff feel supported and understood in the workplace.

# Trauma-Responsive

Staff applies knowledge of trauma and resilience in work.

Staff utilizes language that supports safety, choice, collaboration, trustworthiness, and empowerment.

## Trauma-Informed

The entire staff is skilled in using trauma-informed practices.

Individuals outside the organization understand that trauma and resilience are at the center of our mission.

Trauma Matters Delaware (https://traumamattersdelaware.org/what-is-trauma-informed-care/)