

Supporting Staff Through Secondary Trauma

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Objectives

- Identify signs of Secondary Trauma in staff & leadership
- Review Assessments to identify staff and leadership struggling with secondary trauma
- Learn about Interventions and approaches to support staff experiencing Secondary Trauma.
- Create create an Organizational Trauma Support Plan

What is Secondary Trauma?

- Other names related to Secondary Trauma: Secondary Traumatic Stress (STS), Vicarious Trauma or Compassion fatigue
- A natural but disruptive by-product of working with traumatized individuals.



My Story



Recognizing Secondary Trauma

Secondary traumatic stress can impact all areas of your life. The effects can range from mild to debilitating. Be alert for any of the following symptoms in your staff:

Emotional

Physical

Behavioral

Profesional

Cognitive

Spritual

Interpersonal



Secondary Trauma Assessments

Personal assessment :

[SECONDARY TRAUMATIC STRESS SCALE](#)

Organizational Level assessment:

[The Secondary Traumatic Stress Informed Organization Assessment](#)

Organizational Level Assessment Pandemic Version

[\(STSIOA\)http://www.uky.edu/CTAC/sites/www.uky.edu.CTAC/files/u18/STSI_OAP%20Pandemic%20Version.pdf](http://www.uky.edu/CTAC/sites/www.uky.edu.CTAC/files/u18/STSI_OAP%20Pandemic%20Version.pdf)



Interventions and Approaches

Individual Prevention Strategies:

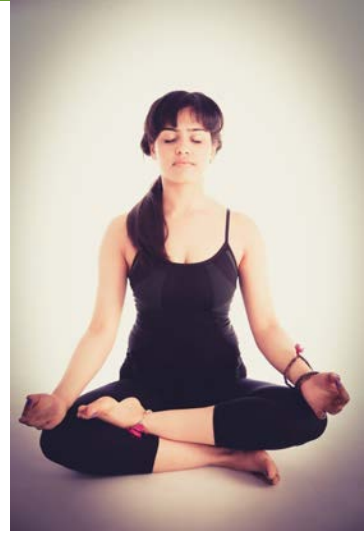
Define
Personal
Boudaries

Assertiveness
training

Time
management

Plan for coping

Work /Life
Balance



Interventions and Approaches

Organizational Level

- Create an organizational culture that normalizes the effects of working with trauma survivors.
- Adopt policies that promote and support staff self-care.
- Create opportunities for staff to participate in social change and community outreach.
- Ensure a safe work environment.
- Provide STS education to and encourage open discussion of STS among staff and administrators.
- Make counseling resources and Employee Assistance Programs available to all staff.

Creating a Plan to Address Secondary Trauma

Break out session to create Organizational Trauma Support Plan.

[Organizational Trauma Support Plan](#)





2. Secondary Traumatic Stress and Self-Care Packet

Organizational Trauma and Resilience

Developing Trauma-Informed Organizations, Second Edition

Questions

