

## Thrive: Self-Care & Culture Discussion Guide

The following discussion questions relate to the material covered in the Thrive Training. You may wish to use some or all of these as a part of team conversations about the material. These questions were designed to engage staff on the concepts covered in the course, without requiring them to share their specific workbook activity responses.

For each of the courses, consider asking these general questions in addition to the more content specific questions which follow:

- What was the most interesting thing you learned in this training?
- What are you most likely to change based on what you learned?
- What support would you need to implement these new strategies?

### Thrive Introduction:

1. How does the cup analogy help you understand your relationship with your clients/coworkers?
2. Consider one of your clients who has exhibited a freeze, fight, or flight response during your work with them. What was the trigger that set them into hyper or hypoarousal? What could you do differently next time to try to keep them in their window of tolerance?
3. What did you learn from the ACE Study that helps you understand the impact trauma might have on your clients?

### Thrive 1. Stress & Burnout:

4. What social situations are positive and add space to your cup?
5. Have you experienced workload or expectation burnout in your current position? If so, what were some of the triggers that filled your cup and what did you do to relieve some of the stress?
6. What are some top causes of helping fatigue and helping satisfaction within your job? (Thrive Workbook Pg. 2)
7. Have you experienced working with someone who was burned out? What stage of burnout were they in (Exhaustion, Shame & Doubt, Cynicism & Callousness, Failure/Helplessness/Crisis)? How did it impact you and the team?

### Thrive 2. Helping Trauma:

8. Recall a situation with a client when you may have been at risk for vicarious trauma or secondary trauma. How did you handle the situation? What could you have done differently?
9. What did you think about your PROQOL scores? (Thrive Workbook Pg. 5)

### Thrive 3. Physical Robustness:

10. How did you feel about being asked to set physical goals for yourself? Why is this important? (Thrive Workbook Pg. 6)
11. What are some of the barriers you might experience if you try to change your sleep, exercise, or diet habits? What might reduce those barriers?

### Thrive 4. Mind Robustness & Mindsight:

12. Which step of Mindsight is most difficult for you and why? (Observe & Attend, No Judgment, Label, Non-Reactivity, Act with Awareness) (Thrive Workbook Pg. 7)
13. Choose a client or situation you'd like to try utilizing Mindsight with this week.
14. How can Growth Mindset and Positive Mindset help you in your work? (Thrive Workbook Pg. 8)
15. What are some concrete steps you'd like to try in order to practice Positive Mindsets? Is there anything your team can do together?

### Thrive 5. Mind Robustness & Focus:

16. What are the biggest distractions you experience at work? What can be done to help you focus better?
17. Share some of the new approaches you identified to combat current inefficient practices at work. (Thrive Workbook Pg. 9)

### Thrive 6. Social Robustness:

18. How are your social networks affecting you? (Thrive Workbook Pg. 9)
19. Share an example of when someone on your team has acted with integrity (honesty, trust, & safety) and how it made you feel.
20. Share your top five values and why they are important to you. (Thrive Workbook Pg. 11)
21. What is one change you could make that would impact the quality of services you deliver to clients? (Thrive Workbook Pg. 12)
22. What is one change your team could make that would greatly improve the services your program delivers to clients? (Thrive Workbook Pg. 12)
23. What is one change the agency could make to improve the services delivered to clients? (Thrive Workbook Pg. 12)
24. Using Growth Mindset, share an example of one of your colleague's actions that deserves recognition this week. What can you do to recognize that person? (Thrive Workbook Pg. 13)

## Trauma Informed Leadership Discussion Guide

The following discussion questions relate to the material covered in the Leadership Training. You may wish to use some or all of these as a part of team conversations about the material. All of the Leadership Workbook activities were meant to be shared, and the discussion questions that come from those activities are indicated below.

For each of the courses, consider asking these general questions in addition to the more content specific questions which follow:

- What was the most interesting thing you learned in this training?
- What are you most likely to change based on what you learned?
- What support would you need to implement these new strategies?

### Leadership 1. Affective Leadership Concepts:

1. What do you think of the emotional state of the organization?
2. What parallel processes can you identify within the organization?

### Leadership 2. Integrity:

3. Provide an example of how the leadership team has demonstrated Integrity (Humility, Honesty, Trust, & Safety).
4. What are some areas and strategies where the leadership team can improve Integrity (Humility, Honesty, Trust, & Safety)? (Leadership Workbook Pg. 3)

### Leadership 3. Positive Regard:

5. Provide an example of how the leadership team has demonstrated Positive Regard (Positive Outlook, Caring, & Growth Mindset).
6. What are some areas and strategies where the leadership team can improve Positive Regard (Positive Outlook, Caring, & Growth Mindset)? (Leadership Workbook Pg. 5)

### Leadership 4. Intellectual Leadership Concepts:

7. Provide an example of how the leadership team has focused on excellence.
8. What are some areas in which the leadership team is acting in the status quo?
9. What are some strategies the leadership team can use to have better focus towards excellence?

### Leadership 5. Engagement: Fit & Democracy:

10. Do you think that your employees are engaged or disengaged? Why?

11. Do you believe you have the right people on the bus? Why or why not?
12. Provide an example of how the leadership team has addressed lack of fit.
13. Provide an example of how the leadership team has worked towards democracy.
14. What are some areas and strategies where the leadership team can improve Engagement (Fit & Democracy)? (Leadership Workbook Pg. 8)

#### Leadership 6. Engagement: Values & Vision:

15. Overall, do you think that the organization has shared values? Why or why not?
16. Overall, do you think that the leadership team and employees have a shared vision for the organization? Why or why not?
17. What are some areas and strategies where the leadership team can improve Engagement (Shared Values & Vision)? (Leadership Workbook Pg. 8)
18. Provide input for an organizational hedgehog concept. (Leadership Workbook Pg. 15)

#### Leadership 7. Accelerators

19. Provide an example of how the leadership team has demonstrated Accelerators (Accountability & Recognition).
20. What are some areas and strategies where the leadership team can improve in taking advantage of Accelerators (Accountability & Recognition)? (Leadership Workbook Pg. 10)

#### Leadership 8. Trauma Informed Supervision

21. Provide a positive example of how the leadership team provides Supervision (Individual & Group).
22. What are some areas and strategies where the leadership team can improve Supervision (Individual & Group)? (Leadership Workbook Pg. 12)

## Trauma Informed Care Discussion Guide

The following discussion questions relate to the material covered in the Trauma Informed Care training. You may wish to use some or all of these as a part of team conversations about the material. These questions were designed to engage staff on the concepts covered in the course, without requiring them to share their specific workbook activity responses.

For each of the courses, consider asking these general questions in addition to the more content specific questions which follow:

- What was the most interesting thing you learned in this training?
- What are you most likely to change based on what you learned?
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### Trauma Informed Care 1. Foundations & Physical Resiliency:

1. Which type(s) of trauma do you see most often with your clients (Passive, Complex, Attachment, Betrayal)?
2. Provide an example of a client who is struggling with trauma and what you are doing to provide that client Trauma Informed Care.
3. Discuss how your programs do the following:
  - Assess clients for trauma
  - Establish a safe environment
  - Educate clients on the impact of trauma
  - Inform client of available treatment options
  - Help clients manage arousal states
  - Help build clients' health (physical, mind, social)
  - Build client's rights, respect, and empowerment
  - Minimize re-traumatization with clients
4. Share your goals for incorporating physical resiliency into your work with clients. When do you hope to accomplish them, and how will you know you were successful? (Trauma Informed Care Workbook Pg. 2)

### Trauma Informed Care 2. Trauma & Social Health:

5. What was something new you learned about attachment?
6. Provide an example of the impact trauma has had on a client's social health.
7. Provide a client example of "the chaotic mix" common in clients who have experienced disorganized attachment (help-seeking vs. social isolation, impulsiveness vs. inhibition, submissiveness vs. aggression, over-representation in systems).

### Trauma Informed Care 3. Social Resiliency:

8. What steps are you already taking to prevent re-traumatization with clients? What else could you try?
9. Describe a situation where you've seen the power of networks help a client.
10. Share your goals for incorporating social resiliency into your work with clients. When do you hope to accomplish them, and how will you know you were successful? (Trauma Informed Care Workbook Pg. 3)

### Trauma Informed Care 4. Trauma & Mind Health:

11. Provide an example of one of your clients who got stuck on the survival road and how it affected that person (flight, fight, freeze).
12. Provide an example of one of your clients who is in the window of tolerance and what you've been able to accomplish with that client.
13. Describe how it feels to watch one of your clients move through various phases of emotional states (Regulating State, Readying State, Re-experiencing State, Reconstituting State).
14. Describe your experience working with clients who are in dissociative states.

### Trauma Informed Care 5. Mind Resiliency:

15. What do you currently do to assess for safety with clients? What else could you try?
16. How could you utilize a Life Management Change Plan with your clients?
17. Select a type of reframing (positive reinterpreting, normalizing, positive repositioning) that you would like to try with a specific client – explain how you plan to use this strategy.
18. How do you think your clients would react if asked to practice mindfulness exercises?
19. Share your goals for incorporating Mind Resiliency into your work with clients, when you hope to accomplish them, and how you'll know you were successful. (Trauma Informed Care Workbook Pg. 5)

## Trauma Specific Treatment Discussion Guide

The following discussion questions relate to the material covered in the Trauma Specific Treatment Training. You may wish to use some or all of these as a part of team conversations about the material. Note, there is not a workbook for this training.

For each of the courses, consider asking these general questions in addition to the more content specific questions which follow:

- What was the most interesting thing you learned in this training?
- What are you most likely to change based on what you learned?
- What support would you need to implement these new strategies?

### Trauma Specific Treatment 1. Post Traumatic Growth & Assessment

1. What common trauma informed care goals are you working on with an individual client? What therapy specific goals are they working on with their therapist? How do these differ or relate?
2. Describe what you know about a client who has been successful in their Trauma Specific Treatment journey – working on internal regulation, integration, or post traumatic growth with their therapist.
3. What do you think will be the most difficult step for your clients on their journey towards post traumatic growth?
4. Describe the type of assessment you should be conducting in your role with clients.

### Trauma Specific Treatment 2. Research-Based Methods:

5. Discuss a client that you know is in Trauma Specific Treatment – what type of treatment are they in, how is it going for them, how has this impacted your work with the client?
6. Which Trauma Specific Treatment modalities have you heard about previously? Have you heard positive or negative things about any of the modalities covered (Cognitive Behavioral; EMDR; Creative Therapies; Movement Therapies)?
7. Where would you refer clients for Trauma Specific Treatment? How could you find out which modalities are practiced where?
8. What are your thoughts about group therapy? How do you think your clients would feel about group therapy? Do you know of clients who have had positive experiences in group therapy?