

# Trauma Informed Strategies

for Career Development Professionals



Seanna Quressette, M.ED., CCDP

# Trauma Foundations

Definitions, Signs and Signals



CDPs who work with clients with trauma in their systems need to understand some basics about trauma

Definitions

Signs

Signals

# Defining Trauma



Trauma occurs whenever we are faced with situations that take us out of our sense of safety and existence in the world.

**Trauma in Development**

**Shock Trauma**

**Intergenerational Trauma**

## **Trauma in Development**

- Trauma that occurs while the brain is still forming initial paths
- Impacts on cognitive, emotional and physical development







## **Shock Trauma**

- Trauma that interrupts our sense of safety and existence
- Sudden
- Unexpected
- Intrusive
- Can lead to PTSD

## Intergenerational Trauma

- Trauma that travels across generations
- Transmitted through Epigenetics & Actions
- Impacts sense of the right to exist for individual, family, community & nation



## Signs of Trauma



- Indecision
- Reactivity
- Disinterest
- Disorganized action

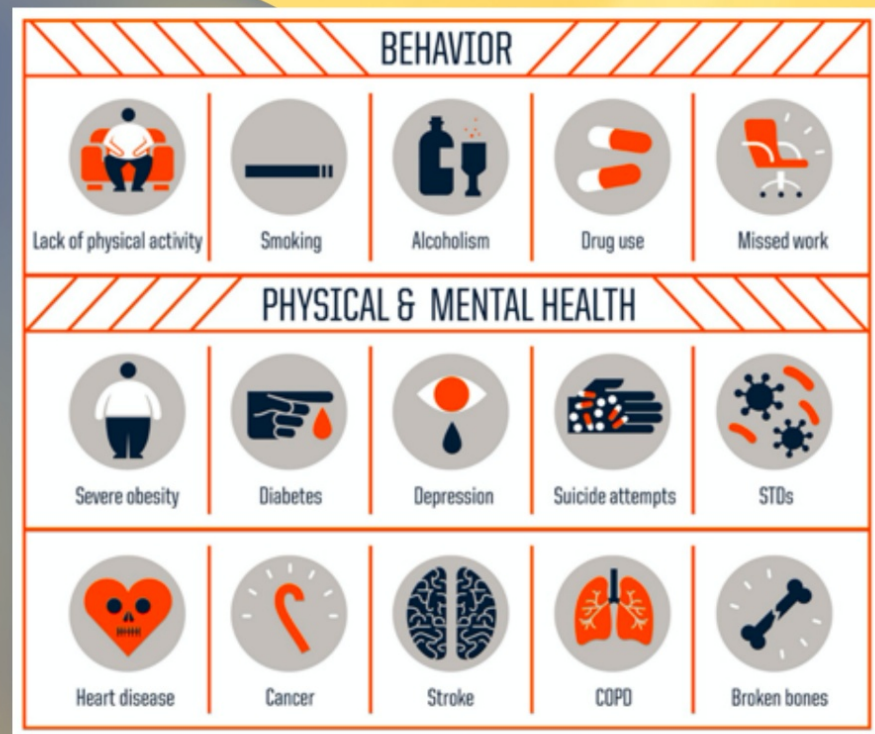
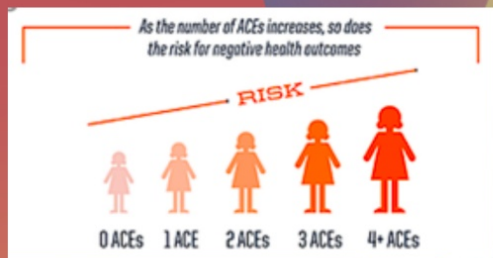
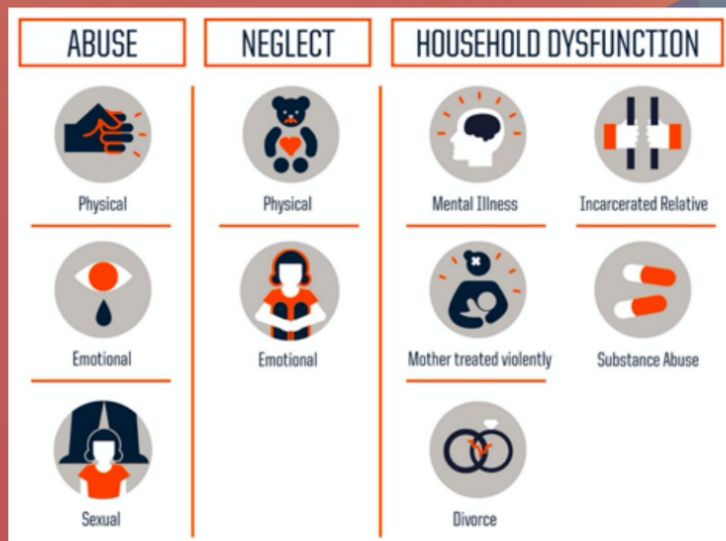
## Signals of Trauma



- Hyper-vigilance
- Hyperactivity
- Non responsive
- Stalled action
- No Shows
- ACEs Study

ACEs





Source: Centers for Disease Control and Prevention  
Credit: Robert Wood Johnson Foundation

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## Impacts of Trauma

- Trauma shows up in the body, mind and spirit
- Impacts may be short lasting or long lasting
- Impacts may be constant or intermittent
- In Career Development
  - Decision making
  - Identity formation

**Body**

**Mind**

**Spirit**



## Impacts on the Body

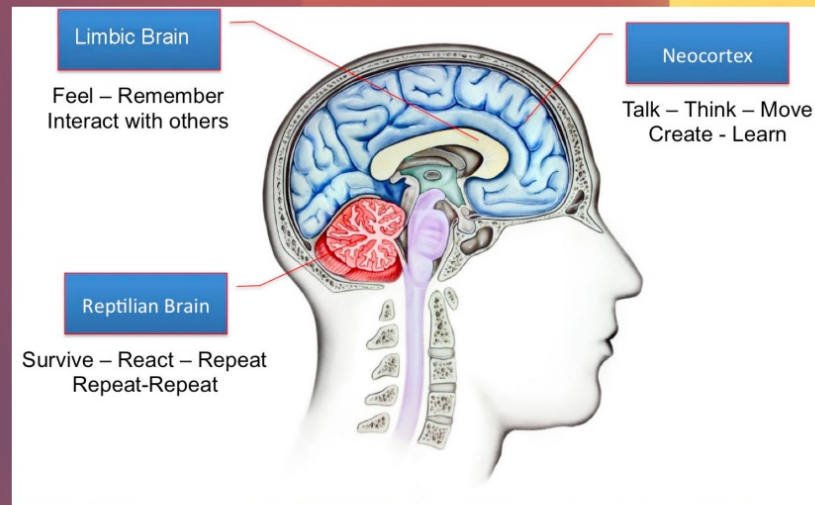
- Arousal in ANS
- Collapse / Rigidity
- Body Memories
- Impulse Control
- Reactivity
- Aggression / Withdraw





## Impacts on the Mind

- Disorganized thinking & identity
- Chemical & Electrical Challenges
- Bottom up Processing
- Challenges to decision making



## Impacts on the Spirit



- Hopelessness
- Helplessness
- Depression
- Anxiety
- Identity confusion

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## Trauma Informed Strategies



Many bricks make up the paths to Trauma Informed Career Development practice

**Top 5 Strategies**

**GROUNDed Dialogues**

**Dosing**



## Top 5 Trauma Informed Strategies for CDPs



- Dosing
- Open Spaces
- The Third Option
- Regulate/Relate/Reason
- GROUNDED Dialogue

## **GROUNDed Dialogues**



**G**et Connected  
**R**eality Check  
**O**ptimism  
**U**se Appreciative Inquiry  
**N**otice the Body  
**D**evisе Action

## Dosing



- Finding the right size /type question
- Right size/type action
- Small enough to be possible
- Large enough to be meaningful



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# Practice

Putting Strategies into use



**Case  
Study**

**Trying Out  
Strategies**

## Case Study



- Turn to your neighbour
- Talk about clients in your context
- Think of a specific example
- Remember client confidentiality

## Try Out Dosing

- Find the right Dose
- Consider these steps to follow
  - Take Stock of **Resources**
  - Link Resources to **Action**
  - Leave Space for **3rd Option**
  - Make **Agreement** about Action



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# Resources

for Career Development  
Professionals

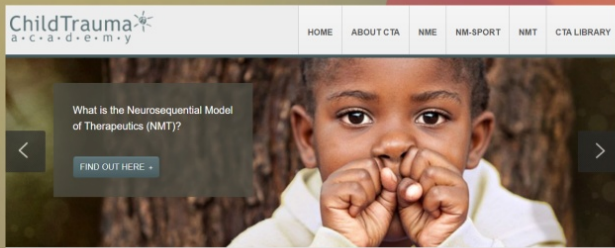


**Trauma  
Resources**

**TIP  
Resources**

**Contact**

## To learn more about Trauma



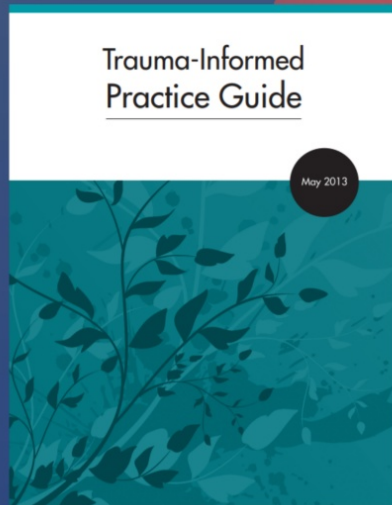
### Websites:

- Bruce Perry: ChildTrauma Academy:  
• [childtrauma.org](http://childtrauma.org)
- Understanding Complex Trauma:  
• [complextrauma.ca](http://complextrauma.ca)

### Books:

- van der Kolk, B.: **The Body Keeps Score**
- Levine. P.: **Healing Trauma**

## Learn more about Trauma-Informed Practice



### Web Resources:

- BC Center of Excellence for Women's Health:
  - [http://bccewh.bc.ca/wp-content/uploads/2012/05/2013\\_TIP-Guide.pdf](http://bccewh.bc.ca/wp-content/uploads/2012/05/2013_TIP-Guide.pdf)
- Good list of resources from a number of agencies:
  - <http://bccewh.bc.ca/category/post/trauma-violence-mental-health/>

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