Quick Quide

Navigating Trauma-Informed Care for Businesses

This quick guide is a compilation of current resources pulled from Resilient Gwinnett's Trauma-Informed Toolkit for businesses. These resources include practical trauma-informed approaches that businesses may integrate into daily organizational practices.

Workplace trauma has tangible effects on employee well-being. Employees who have experienced trauma are more likely to suffer from anxiety, depression, and burnout, leading to decreased job satisfaction, increased absenteeism, and lower productivity. Organizations that fail to address trauma in the workplace not only see reduced engagement, but also higher turnover rates and increased healthcare costs associated with stress-related illnesses.

By adopting trauma-informed approaches, these organizations can create spaces where employees feel understood and valued. Through trauma-informed training, employee wellness programs, policy changes, and community partnerships, businesses can create organization-wide success.

Contact the **Gwinnett Coalition** at **ResilientGwinnett@gwinnettcoalition.org** to discuss your youth serving organization's needs and the Resilient Gwinnett training opportunities that are available to you.

Trauma-informed practices in business

- Trauma-Informed Workplaces – Concepts, Strategies, and Tactics to Build Workplaces that Support Well-Being (Campaign for Trauma Informed Policy & Practice)
- Practical Guide for Implementing a Trauma-Informed Approach (SAMHSA)
- Checklist for Trauma-Informed Human Resources Practices (National Council for Mental Well-Being)
- Hiring a Trauma-Informed Workforce (Center for Healthcare Strategies)
- Policy Guidance for Trauma Informed Human Resources Practices (Center for Healthcare Strategies)
- Trauma-Responsive Organization Checklist (Federation for Progressive Policymaking)
- Trauma and the Workplace (Lyra Health)

Guidelines for interacting with trauma survivors

- How to Support Someone Who has Experienced Trauma (ECHO Infographic)
- Supporting Employees During Traumatic Events (Magellan Health)

Evaluation and monitoring

- Agency Self-Assessment for Trauma-Informed Care (Trauma Informed Care Project)
- Total Worker Health – NIOSH Worker Well-Being Questionnaire (CDC)
- Trauma-Informed Organizational Assessment (implementation guide and assessment with free account) (NCTSN)

Resource list

- Mental Health at Work: What Can I Do? A Workplace Guide (US Department of Labor)
- Behaviors and actions of Trauma Informed Leaders (Trauma Informed Oregon)
- People-Centered & Trauma-Informed Approach: A Better Way to Serve (Federation for Progressive Policymaking)
- Trauma-Informed Service Delivery: Strategies and Actions for Working with Individuals (Federation for Progressive Policymaking)
- Trauma-Informed Care (ITTIC Infographic)
- A Trauma-Informed Approach to Workforce (National Fund for Workforce Solutions)
- Training Roadmap to Becoming Trauma Informed – Business Community (Resilient Georgia)

Case studies and examples

- Bend, OR Police Department (Oregon Total Worker Health Alliance Case Studies)
- City of Eugene, OR (Oregon Total Worker Health Alliance Case Studies)
- City of Portland Water Bureau and Portland Bureau of Transportation (Oregon Total Worker Health Alliance Case Studies)
- Trauma-Informed Policy Template (State of Michigan)
- Trauma Informed Care Review Board: Policies and Procedures (Trauma Informed Oregon)

Staff well-being and self-care

- Five Essentials for Workplace Mental Health & Well-Being (Office of the U.S. Surgeon General)
- The U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being (Office of the U.S. Surgeon General)
- A Trauma Informed Workforce (Trauma Informed Oregon)

Next steps

- Building Healthier communities Through Trauma-Informed Approaches (CTIPP Call to Action)