

# The TIL Impact Framework™

## *A Trauma-Informed Approach to Sustainable, People-Centered Leadership*

### **FOUR CORE BEHAVIORS OF A TRAUMA-INFORMED LEADER**

#### **1. Understand Trauma and Its Effects**

Recognize how past or present trauma shapes employee behavior, communication, and performance.

#### **2. Regulate Distress Within the Organization**

Foster psychological, physical, social, moral, and cultural safety at all levels.

#### **3. Empower Others Through Strength-Based Leadership**

Encourage voice, choice, and autonomy. Build on your people's strengths.

#### **4. Practice Emotional Healing**

Support relational repair and recovery by offering grace, presence, and honest dialogue.

### **FOUR CORE ATTRIBUTES OF A TRAUMA-INFORMED LEADER:**

#### **1. Authenticity**

Lead with transparency, groundedness, and integrity.

#### **2. Emotional Intelligence**

Recognize and regulate your own emotions and respond well to others.

#### **3. Relational Capacity**

Build trust through connection, empathy, and consistent presence.

#### **4. Resilience**

Maintain hope, adaptability, and strength—even through uncertainty.

### **IMPACT:**

When leaders embody trauma-informed behaviors and attributes, they create organizations where people:

- Feel safe to speak up
- Are supported through stress and change
- Perform at higher levels with lower turnover
- Heal, grow, and contribute meaningfully

Want to learn how to apply this framework in your organization? Contact us today or enroll in the *Trauma-Informed Leadership Certification* course at:  
**LLOYD-CENTER-TIL.COM.**

