

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? Download the **free** *Starter Kit* or enroll in the *Trauma-Informed Leadership Certification* course at: **LLOYD-CENTER-TIL.COM.**



FOR TRAUMA-INFORMED LEADERSHIP