

TRAUMA-INFORMED SYSTEMS - COVID-19 RESOURCING PRACTICES FOR LEADERS DURING CRISIS



SIMPLE PRACTICES FOR:

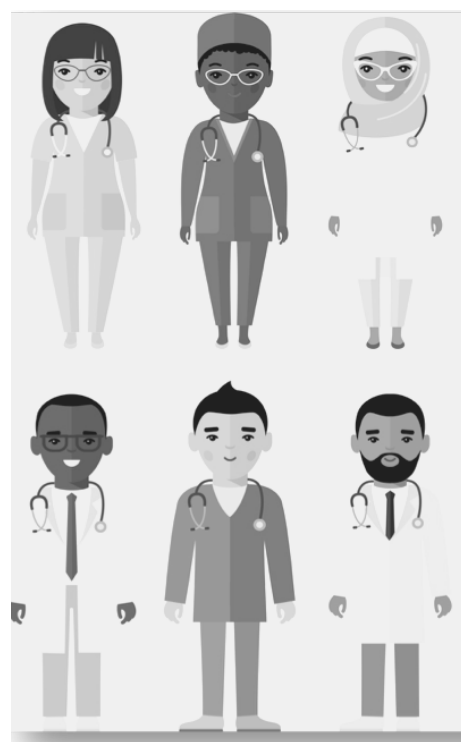
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Trauma-Informed Systems (TIS) was introduced as an avenue to humanize bureaucracy and center equity. COVID-19 activates this movement in real time. Leaders must now navigate constant decision-making to ensure the care of others, the safety of staff, and the protection of the community while balancing and shifting resources to the crisis.

Leadership plays a critical role in the midst of this crisis and our responses now give us opportunity to address the trauma of today and prepare for future trauma. The following practice guides are rooted in our TIS principles with a specific focus on leadership practices to support emotional regulation and resource us to lead and respond most effectively in pandemic and mass trauma contexts.





Resourcing Self

Grounding

- Walk briskly for a set period of time. If outside, walk briskly for a block. If inside, walk briskly for 3-5 minutes.
- During your brisk walk, notice 4 blue objects, 3 different sounds. Take a moment to touch 2 different textures. Notice 1 scent.

Affirmation

- I am a limited, imperfect human being. Whatever I am able to truly give in this moment is enough.

Connection

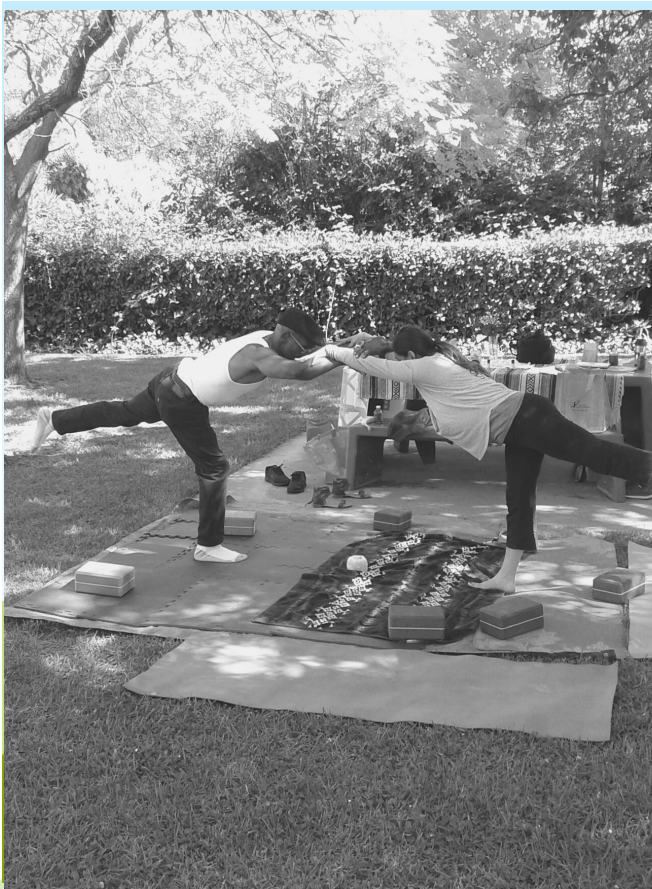
- Find an object or symbol that represents the majesty and nobility of your desire to contribute. Keep this item close to you as a reminder of the bigger picture.

Structure

- Choose 3 moments during the day to connect to yourself. Set a reminder. Take at least 5 minutes each time to connect to self. Guard this time as sacred.

In rapidly changing and scary times, we all need leaders who can ground themselves, affirm the people around them, and connect teams with structures that promote safety, collective care and hope





Resourcing Others

Grounding

- Take a few moments to walk in silence with others at the recommended physically safe distance or in separate spaces. Notice your feet touching the ground as you walk. After a few minutes of walking, check-in with those you are walking with.

Affirmation

- Everyone here is doing the best they can.

Connection

- Help colleagues to connect to themselves, to others, and to make meaning out of their experience by posing open-ended questions like:
 - Where could you use the most support right now?
 - What needs are you observing for others?
 - What is keeping you going?
 - What positive changes have you seen that may not have happened without this crisis?

Structure

- Create a bulletin board or online space for spreading good news. Challenge people to make at least one posting a day about what is going right.



Resourcing Organizations

Grounding

- Ask individuals to check-in with themselves and to notice where in their body they feel comfort, ease, or settled. Then ask them to do an inventory of how they are doing overall. Ask them to describe their overall experience with a gesture or movement.

Affirmation

- We aim for progress, not perfection. We appreciate all that is being done while we figure out the next steps together.

Connection

- Help connect people to something larger than their own concerns by noticing what is also happening to others and considering a more amplified set of challenges and conditions.

Structure

- Communication is key. Communicate often. Communicate what you know, what you don't know, what tensions and binds you are facing, what supports you can offer, how and why decisions have been made, and when others can expect to hear from you again. Acknowledge tradeoffs and losses.

