

Trauma Informed Team Characteristics

Please rate your current practice- how much do you think your team has these characteristic son a scale of 1-5, 1 being very little to 5 being this is a solid part of our treatment. Put N/A if this does not apply to your program. Have individuals rate separately then discuss as a team.

We discuss why a client is doing a harmful behavior, what problem is it solving for them, before we decide how to respond to it.	
Staff are encouraged to form strong relationships with the clients.	
Staff have time and permission to spend time with individual clients or with clients in small groups.	
We value our relationships with each other and we create activities to enhance them.	
We share humor.	
When there is a problem in the program or a decision to be made staff of all disciplines get together to discuss it and decide.	
We can ask each other for help.	
We tag each other out when someone gets caught in a power struggle.	
We handle conflict directly and respectfully.	
We share with each other how the work is affecting us and how we are feeling towards individual clients.	
The clinicians are on the unit interacting with staff and clients, and do not rely mainly on scheduled office appointments for their therapeutic interactions.	
The clinicians participate in fun activities and celebrations on the unit.	
Every staff member has some time to reflect, talk, learn and plan away from direct care while working.	
Most aspects of the client's treatment are shared with the team.	
All full-time direct care staff know each client's history, treatment goals, and discharge goal.	
Every staff member is clear who his/her supervisor is.	
Every staff member receives regular supervision.	
Administration is supportive and appreciative.	



Trauma Informed Team Characteristics Outpatient and Community Services

Please rate your current practice- how much do you think your team has these characteristic son a scale of 1-5, 1 being very little to 5 being this is a solid part of our treatment. Put N/A if this does not apply to your program. Have individuals rate separately then discuss as a team.

We discuss why a client is doing a harmful behavior, what problem is it solving for them, before we decide how to respond to it.	
Staff are encouraged to form strong relationships with the clients.	
Boundaries are clear, and any boundary dilemmas are discussed with the team.	
We value our relationships with each other and we create activities to enhance them.	
We share humor.	
When there is a problem in the program or a decision to be made staff of all disciplines get together to discuss it and decide.	
We can ask each other for help.	
We discuss when someone is having difficulty being compassionate towards a client.	
We handle conflict directly and respectfully.	
We share with each other how the work is affecting us and how we are feeling towards individual clients.	
We have a mechanism for sharing information about our clients so that if someone has to respond to a client that is not their own they can do so thoughtfully.	
Every staff member has time to reflect, talk, learn and plan with others while working.	
Every staff member is clear who his/her supervisor is.	
Every staff member receives regular supervision.	
Administration is supportive and appreciative.	
(Where applicable) We have safety procedures so that our team knows where we are at all times.	
We have time and mechanisms to share information and resources with each other.	
We have a way to share successes and praise with each other.	

