



Becoming a Trauma-Informed Leader: Preparing for Change at the Personal and Team Level

Presented by CalTrin

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Your Leadership Story

What is your personal leadership story?

Introduce yourself by sharing your name and agency.

Take about 10 minutes each to share your **personal leadership story**. Answer the following questions for each other:

- How did you become the leader you are today? What was your first opportunity as a leader?
- How did your various roles come together to inform who you are as a leader now?
- What have you learned from your previous leaders? What qualities inspired you? What qualities did you find challenging or harmful?
- What do you love most about being a leader? What would you do all day if you could?
- What do you dislike/dread about being a leader?

Identify similarities and differences between the two stories and come prepared to share general themes with the group.

Themes and Reflections

Dread Journal Activity

To identify **WHY** you dread something, dive deeper.

What is something in your role that you **dread**?

Now ask why five times.

WHY #1 Why do I dread this?

Answer:

WHY #2

Answer:

WHY #3

Answer:

WHY #4

Answer:

WHY #5

Answer:

Personal Leadership Commitment Statement



This statement should be based on what you uncovered from your self-assessment process.



Include specific commitments that you make to address the part of leadership that you currently find most challenging.

A large, empty yellow rectangular box intended for writing the Personal Leadership Commitment Statement.

Psychological Safety Discussion

There will be a brief report out, but you do not need to take notes.

Introduce yourselves:

- Name
- Agency
- Role
- Years in leadership

How do you know that a team member or your team feels psychologically safe?

What are some concrete examples you have seen of psychologically safe teams in your work?

How do you know when a team member or your team DOES NOT feel psychologically safe?

What are some concrete examples you have seen of teams who do NOT feel psychologically safe in your work?

Themes and Reflections

Trust Discussion

There will be a brief report out, but you do not need to take notes.

Introduce yourselves:

- Name
- Agency
- Role
- Years in leadership

How do you know if your staff members trust each other?

What are some concrete examples you have seen where team members trust one another?

How do you know if your staff members do NOT trust each other?

What concrete examples have you seen of team members not trusting one another?

Themes and Reflections

Boundary Self-Reflection

Journal your answers to the following questions from your perspective:

How is your team good at keeping clear boundaries?

What are the areas in which they are not?

How comfortable are you with boundary setting?

What are some ways in which you have great boundaries?

What are some ways in which you don't?

How do you feel about enforcing boundaries with your team?

What's Next?

Rate the following statements from 1-5, with 1 meaning, "This is NEVER true for my team," and 5 indicating, "This is ALWAYS true for my team."

Team members feel comfortable communicating with each other and/or their leader when concerns arise

When mistakes happen, they are viewed as learning opportunities

Everyone in the group takes responsibility for what they do

Team members feel comfortable both setting and respecting each other's boundaries

Team members do what they say they will do

The workplace is conducive to humor and laughter

Everyone in the group takes responsibility for what they do

Team members engage in the difficult conversations as needed

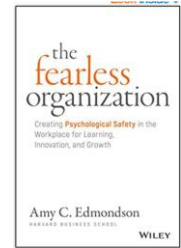
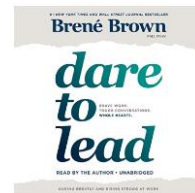
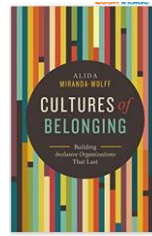
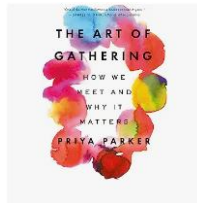
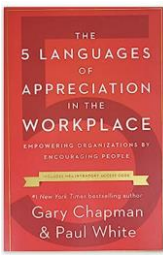
There is a culture of non-judgement and support

Action Planning

Review these statements again.

- Are there any that you rated less than 4? Why?
- What specific, actionable steps can you take to improve in these areas?
 - Consider using the [BRAVING Inventory](#) as a conversation guide with colleagues to walk through the conversation from a place of curiosity, learning, and, ultimately, trust-building.
 - Review your notes in this workbook to spark ideas.

Resources



[Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.](#) by Brené Brown

[The 5 Languages of Appreciation in the Workplace: Empowering Organizations by Encouraging People](#) by Gary Chapman and Paul White

[The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth](#) by Amy C. Edmondson

[Teaming: How Organizations Learn, Innovate, and Compete in the Knowledge Economy](#) by Amy C. Edmondson

[Cultures of Belonging: Building Inclusive Organizations that Last](#) by Alida Miranda-Wolff

[The Art of Gathering: How We Meet and Why It Matters](#) by Priya Parker