

## Trauma-Informed Supervisor Tool

1. **Can you describe what has happened to this person (child/parent/caregiver)?**[Versus what is wrong with them?]

Which events does the person see as having the most impact?
Is there a history of intergenerational/historical trauma? How might this be a factor now?
Which events do you see having the most impact?
How do you connect past events to current behaviours?

2. **How can you make sense from a trauma response perspective (fight, flight and freeze) of the behaviours of this person (child/parent/caregiver)?**

What is the most common response?
Give me an example.

3. **Developmentally where would you see this person (child/parent/caregiver)?**

What are the gaps in their development based on their trauma history?

4. **What tools or strategies is the person (child/parent/caregiver) already using that are helpful?**

In what areas are they already developing stability?
How have they been able to do this?
In what way could you support them?

5. **How are you collaborating or offering a choice to the person (child/parent/caregiver) before making a decision?**

When they do not have a choice, what is the impact?

6. **What do you notice about yourself when you spend time with this person (child/parent/caregiver)?**

Are you settled or unsettled?
When you feel/think like this how does it impact your work and the decisions you make?
What is helpful to you when you become unsettled?
Does this also happen with other cases or in other areas?

7. **What are signs of your own wellbeing?**

Who supports you in this work and in your efforts to stay well?
How do you know when your work is impacting you? What are the signs?
What do you know to do when this is occurring?

8. **Is there something that you can think of that you have not tried yet in working with this person?**

What might that be? What support will you need?
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