

# REDUCING BARRIERS TO SUPERVISEE DISCLOSURE



Trauma-  
Informed  
Supervision



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“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as realistic as expecting to be able to walk through water and not get wet.”

—Rachel Naomi Remen

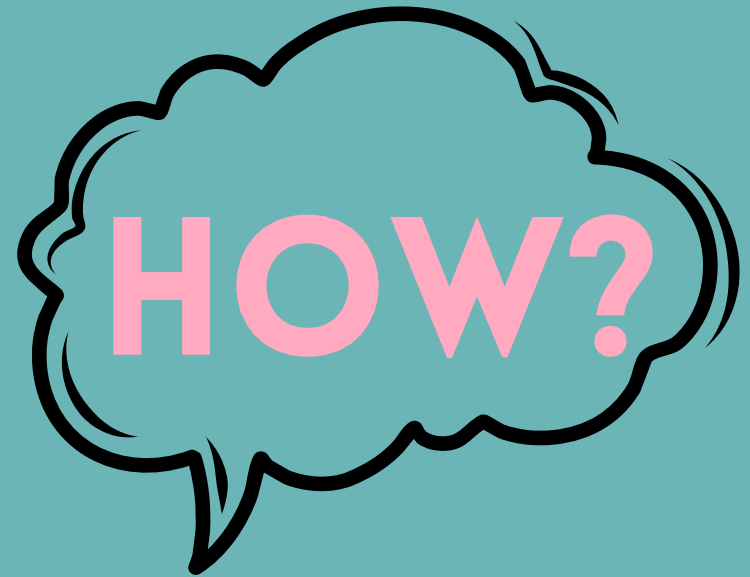
REALIZE

### On Becoming Trauma Informed



*"I'm right there in the room, and no one even acknowledges me."*

- **Culture of Psychological Safety**
- Transparency
- Consistency
- Voice & Choice



## **2. Remove the Elephant**

- Talk About It Routinely
- Create Opportunities for peer Support.



*Preparing for*

**TRAUMA-INFORMED**

# **SUPERVISION**

- ✓ Informed Consent
- ✓ Contract Utilization
- ✓ Recognize & Normalize Trauma Responses
- ✓ Foster Self-Awareness thru Assessment



# INFORMED CONSENT BINGO

Supervision  
Model

Logistics

Competencies

Policy &  
Procedure

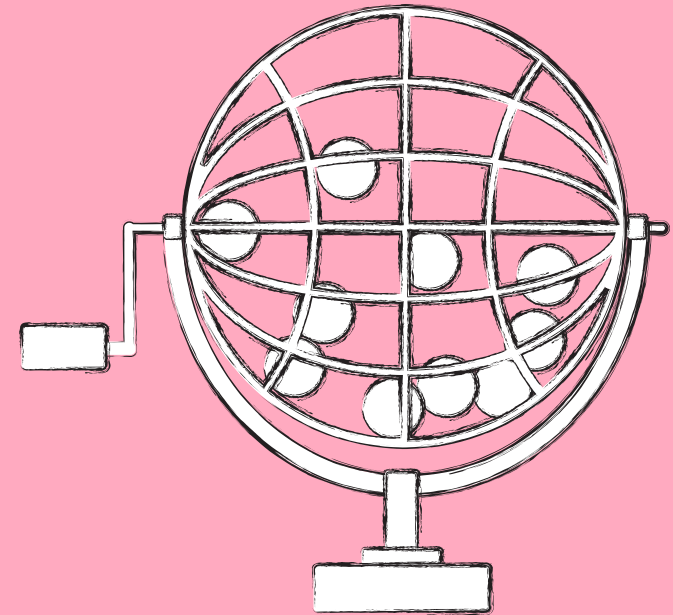
Safety  
Protocol

Supervisee  
Responsibilities

Evaluations

Supervisor  
Responsibilities

Routine



# SUPERVISION CONTRACT

LET'S TALK ABOUT IT - WHAT'S YOUR  
PLAN?

## **Review Contract Examples**

- Highlight what you like.
- Strike what you don't.
- What's missing that makes sense for your supervisee? Record & Review Successes
- What's missing that makes sense for your supervision style?
- Fill in the blanks.

**5 Minutes for Revision**

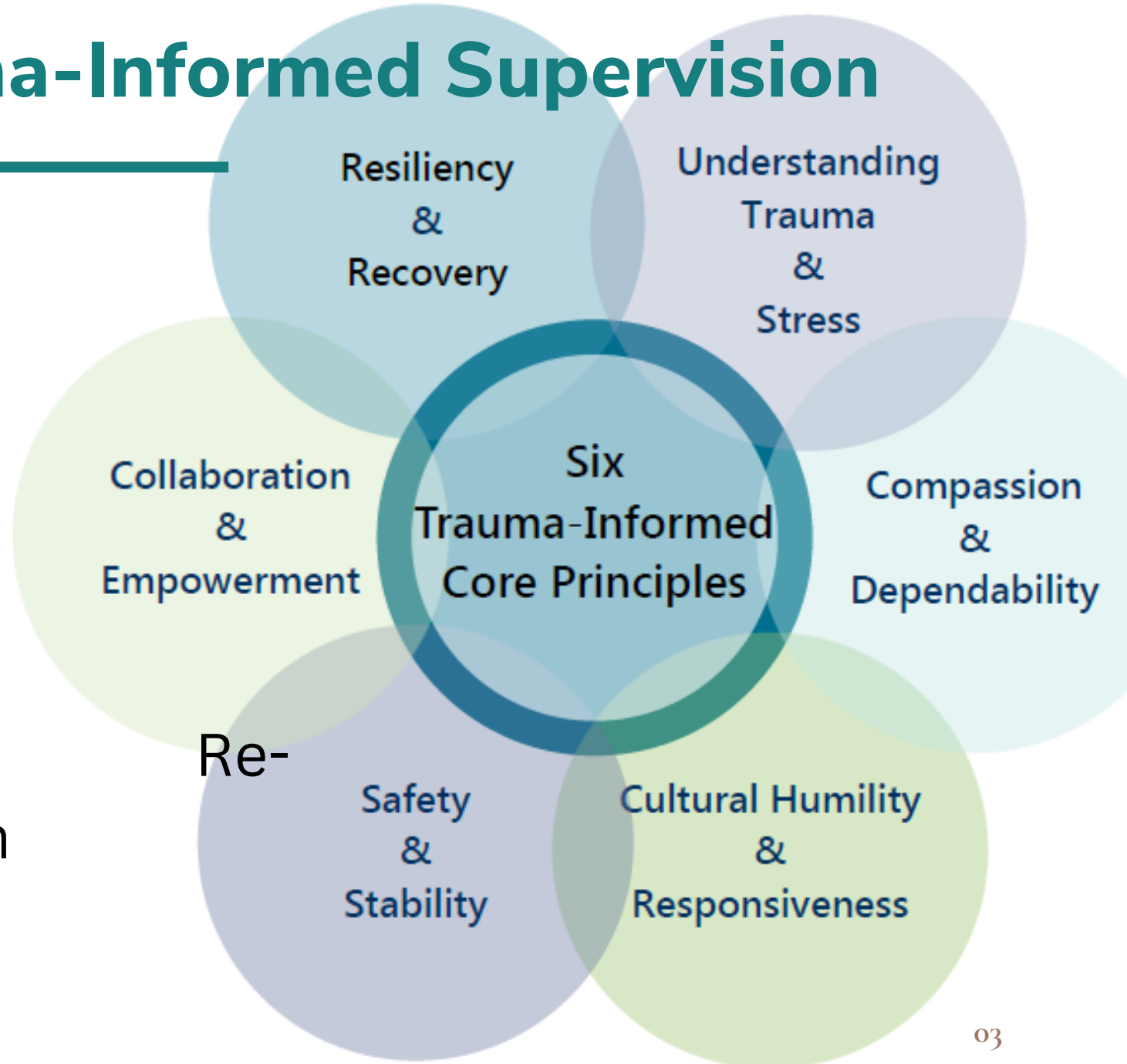
# 4 R's of Trauma-Informed Supervision

**Realize**

**Recognize**

**Respond**

**Resist  
traumatization**



# REALIZE & RECOGNIZE

Trauma-Informed  
Oregon Supervision  
Attunement and Self-  
Assessment

Professional Quality of  
Life Scale





# RESPOND

Approach	Examples
<b>Check-in</b>  Discuss specific cases, projects, and the impact on the advocate.	Encourage workers to disclose thoughts, feelings, and biases about cases and projects;  Discuss new strategies and skills;  Educate about pacing, scheduling and taking breaks;  Discuss self-care strategies and educate advocates about vicarious trauma.
<b>Analyze</b>  Work through a specific experience step by step. This can be used on a regular basis, and should not only be used if a mistake is made.	Ask the worker for their view before giving your own opinions and advice;  Take a strengths-based approach by identifying positive elements, instead of focusing only on what went "wrong;"  Encourage workers to think of alternate options or strategies for future use;  Ask the worker to examine the reasons and motivations behind their actions.
<b>Debrief</b>  Encourage advocates to debrief after a new or challenging situation.	Provide a safe and comfortable space for an advocate to debrief after a crisis or new experience;  Reassure an uneasy advocate that their actions were in the best interest of the survivor;  Validate the advocate's feelings and experiences to normalize the work they do surrounding trauma;  Maintain confidentiality – it builds trust, a skill needed to maintain a strong relationship.

# COMMUNICATION IS KEY

## The Trauma-Informed Perspective

### Problem Focused Perspective

Over-sensitive and  
reactive

Aggressive  
behaviour

Refuses help

Repeats abusive  
relationship patterns

No motivation

Avoids people

Disengaged

### Trauma-Informed Perspective

Trauma is being re-triggered, resulting in  
strong emotions

Is always aware of potential threats and  
relies on anger to stay safe

Shame is triggered when  
help is offered

Low self-esteem and expectations  
result in repeated relationship styles

Has depression or PTSD and avoidance is  
a way to manage discomfort

Way to manage stress and re-triggering

Could be experiencing dissociation from  
trauma

Adapted from:

@PSYCHOTHERAPY.CENTRAL

<https://www.youthadtoolbox.org.au/principles-4-strengths-based-approach>

# RESIST RE-TRAUMATIZATION

o8

## TRAUMA RESPONSES

### FLIGHT

Workaholic  
Over-thinker  
Anxiety, panic, OCD  
Difficulty sitting still  
Perfectionist

### FIGHT

Anger outburst  
Controlling  
"The bully"  
Narcissistic  
Explosive behaviour

### FREEZE

Difficulty making  
decisions  
Stuck  
Dissociation  
Isolating  
Numb

### FAWN

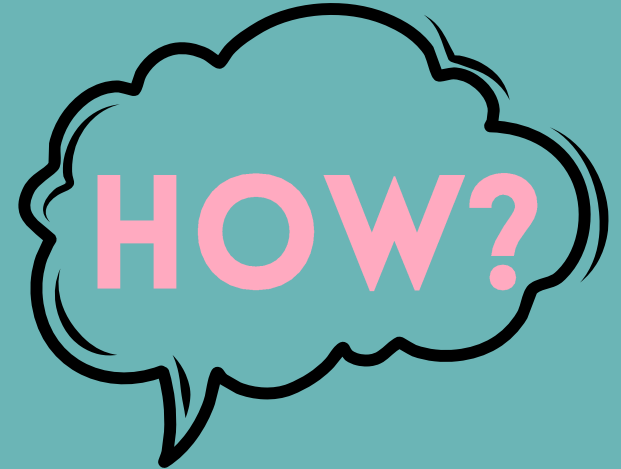
People pleaser  
Lack of identity  
No boundaries  
Overwhelmed  
Codependent

@RYANTHEHOLISTICHEALTHCOACH

## Supervisor Evaluation Form

### 3. Plan for Self-Care & Training

- Choice & Empowerment
- Self-Efficacy



### 4. Foster Self-Awareness thru Assessment

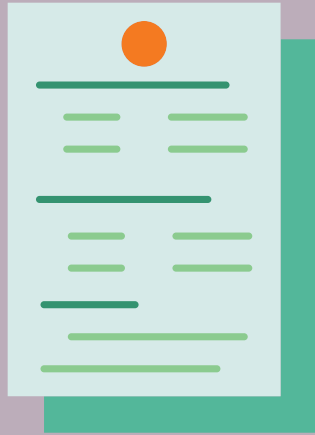
- Your Self-Awareness
- Their Self-Awareness



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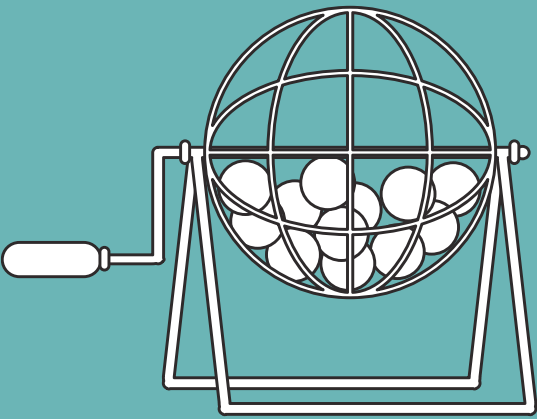
*Self-Awareness*

Counselor Evaluation Checklist &  
Supervisor Outcomes Evaluation Form



Trauma-  
Informed  
Supervision





# WHAT'S YOUR PLAN?

- Restorative Practice Prior to Anticipated Stress
- Emergency Strategies for Unanticipated Stress
- Evaluate Challenges to Self-Care
- Record & Review Successes
- Include Self-Compassion Consistently in Self-Care





# TRAUMA-INFORMED ACTION PLAN

- **Communication & Consent**
- **Processing Trauma Exposure**
- **Assessment for STS**
- **Self-Care/Stress Mgt**
- **Planning for Self-Care**



# Discussion-Questions-Feedback





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