

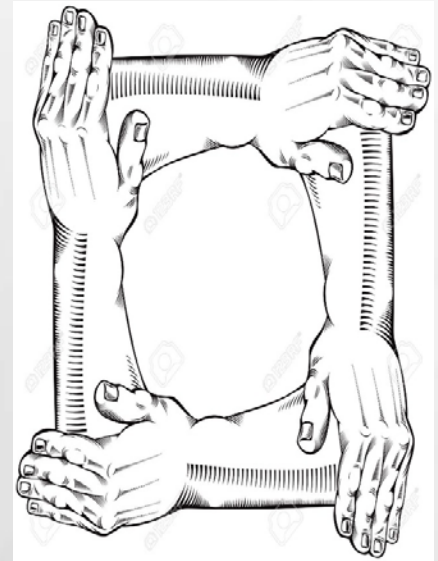
Trauma Informed Collaboration

Trauma Informed Care Series, Part III:

CHERYL MARTIN, MA, RN, CASAC

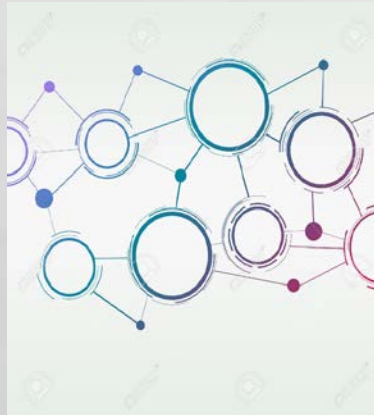
GWEN OLTON, MA, RN

ELIZABETH MEEKER, PSYD



Collaboration

- ▶ **What makes it important to us?**



Objectives

By the end of the session, participants will be able to:

- ▶ Define collaboration
- ▶ Distinguish between collaboration and other forms of problem solving
- ▶ Describe the relationship of collaboration to trauma-informed care and other best practices
- ▶ Recognize practices that may increase opportunities for collaboration

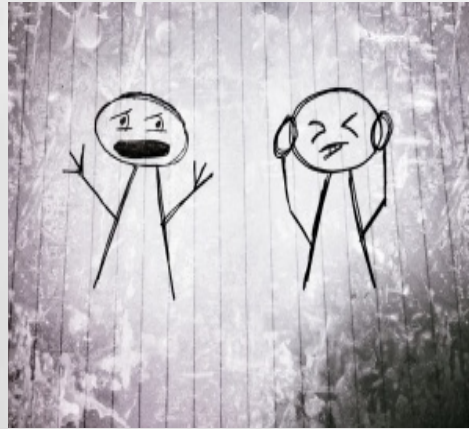
Definitions

- ▶ **Poll: Who feels confident they understand collaboration?**
- ▶ **To collaborate is to work with at least one other person towards a common goal or shared purpose**



What Collaboration *Isn't*

- ▶ **Compromise**
- ▶ **Passive assent**
- ▶ **Easy**
- ▶ **Distrustful**
- ▶ **Judgmental**



“How we view the person (people) in front of us will have much to do with how we will approach collaboration with them”

Your Beliefs and Collaboration

- ▶ What is your belief about the absolute worth of others?
- ▶ Can you accept each person's right to autonomy and self-determination?
- ▶ Do you focus on strengths vs the problem?



If Collaboration Entails a Common Goal...

- ▶ Who defines it?
- ▶ Who decides how to reach it?
- ▶ Does it matter what your role is?



Power and Collaboration

How does your role matter in this process?

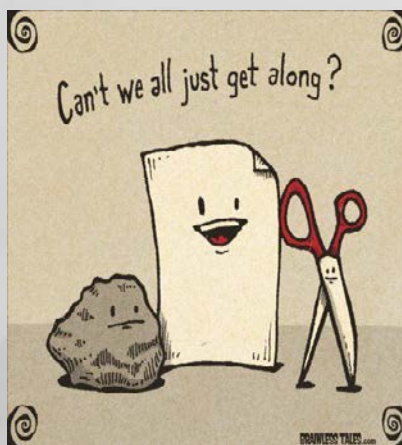
- ▶ When you are in leadership
- ▶ When you are an employee
- ▶ When you are a therapist/counselor
- ▶ When you are with your peers

How Does This Relate to Trauma-Informed Care?

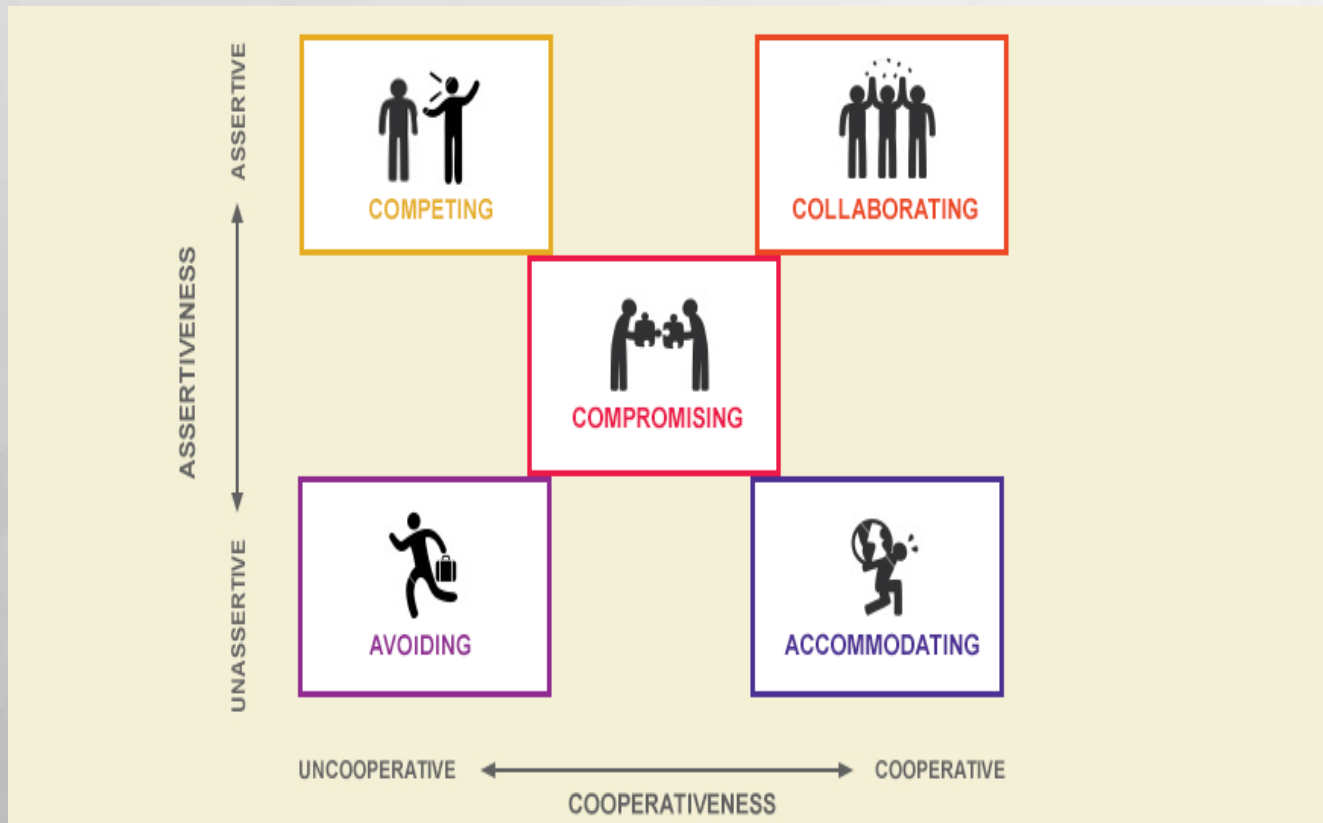
- ▶ People with trauma may have low trust that their needs matter to others.
- ▶ People with trauma may have few experiences of being considered in decision-making.
- ▶ People with trauma may feel invisible, powerless, hopeless.
- ▶ Programs, plans, etc. will not work without buy-in from all stakeholders.
- ▶ Collaboration encourages empathy, caring and a curiosity to seek deep understanding. This perspective softens the fight, flight, freeze response.

Pro-Collaborative Attitudes

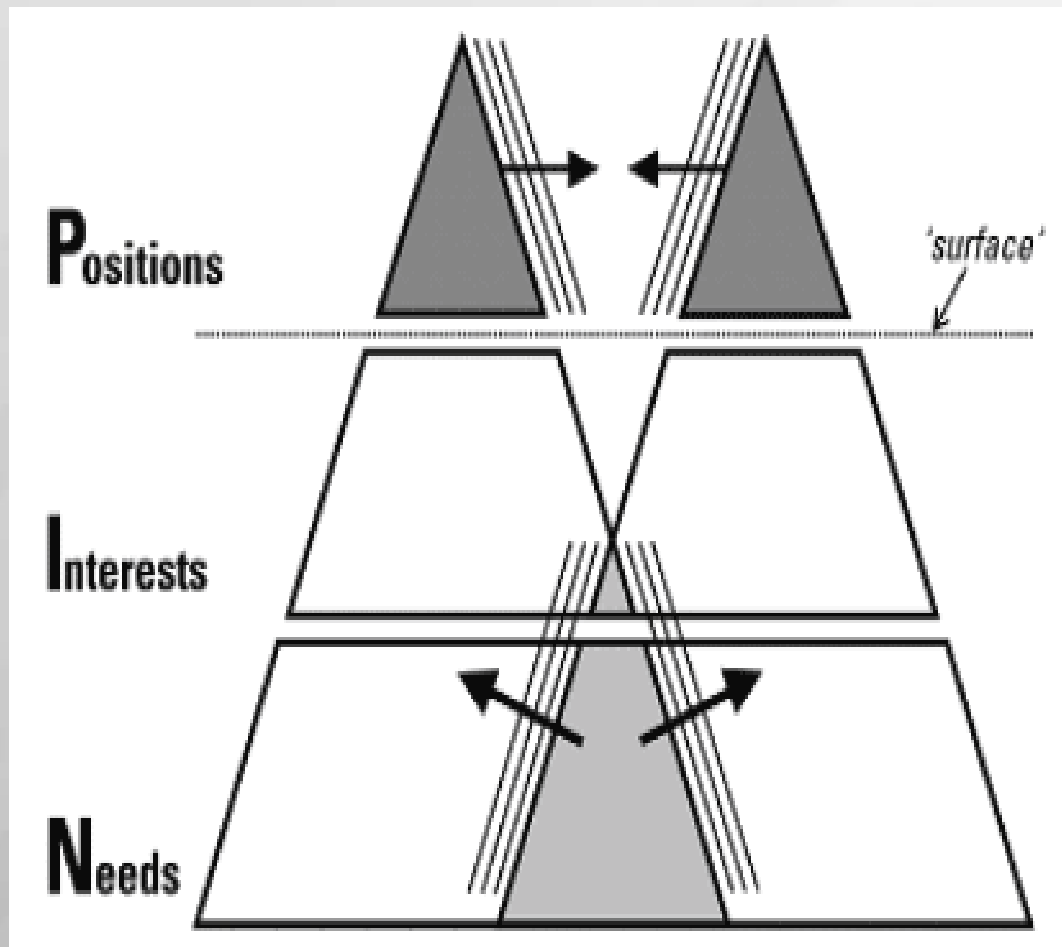
- ▶ Non- competition
- ▶ “Pooling” everyone’s expertise
- ▶ Power *with*, not power over
- ▶ Problems as projects, not people



Conflict Styles



Understanding Strategies vs. Needs



Interpersonal Collaboration Practice

- ▶ Identify most important needs of both (or all) parties
- ▶ In clinical role, strive to have the person you are serving's needs be the common goal
- ▶ Disambiguate problem from people
- ▶ Use positive action language
- ▶ Focus on strengths

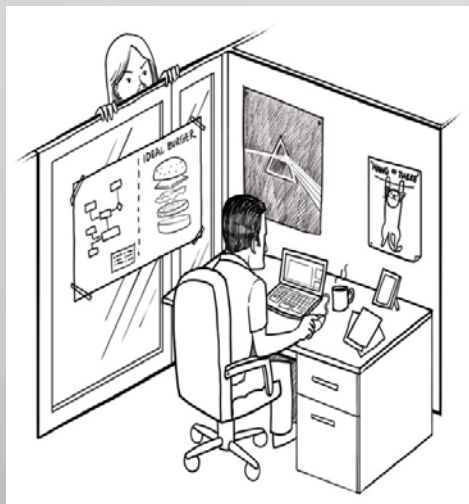
Example: Cubicle Mates

Sam

- ▶ Sometimes bothered by noise in cubes
- ▶ Irritated by Alex's conversations
- ▶ Used social cues to get Alex to talk somewhere else

Alex

- ▶ Enjoys a collegial atmosphere at work
- ▶ Doesn't want to be staring at a screen without talking with people
- ▶ Tries hard to include Sam



Can They Collaborate on a Solution?

- ▶ What's Alex's need? Sam's?
- ▶ What's the common goal or purpose?
- ▶ What can they do?



Review

- ▶ **Collaboration entails working towards a common goal or purpose**
- ▶ **It is important to pay attention to power structures when determining a shared purpose**
- ▶ **Our ability to collaborate with the people we serve is directly related to our ability to see them as fully autonomous**

Questions?



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- ▶ Create a Username & Password at the NYU Silver CE Online Portal
 - <https://sswforms.es.its.nyu.edu/>
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Remember: Our system works best with Google Chrome or Mozilla Firefox

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Contact Information

- ▶ Gwen Olton, MA, RN
- ▶ Training and Implementation Specialist
- ▶ 585-341-2200
- ▶ golton@ccsi.org

- ▶ Cheryl Martin, MA, RN, CASAC
- ▶ Integrated Health Trainer and Clinical Consultant
- ▶ 585-753-2686
- ▶ cmartin@ccsi.org

- ▶ Elizabeth Meeker, PsyD
- ▶ Director, Training & Practice Transformation
- ▶ 585-613-7645
- ▶ emeeker@ccsi.org

More on Trauma-Informed Care...

▶ **Trauma-Informed Supervision**

- August 24, 2016; 12:00pm – 1:30pm

▶ **Building a Resilient Workforce**

- September 21, 2016; 12:00pm – 1:30pm

▶ **Creating a Path for Resiliency**

- October 26, 2016; 12:00pm – 1:30pm

Register and view past webinars here:

<http://www.ctacny.com/trauma-informed-care-series.html>

Other Upcoming Webinars

The SEED's of Health: Exploring the Impact of Social, Economic, and Educational Determinants

Wednesday, August 10th - 12-1PM

Legacies of Pain and Resilience: Clinical Implications for Understanding Historical Trauma and Race

Thursday, August 25th - 12-1PM