

# Trauma-informed Facilitation

**For Artists**

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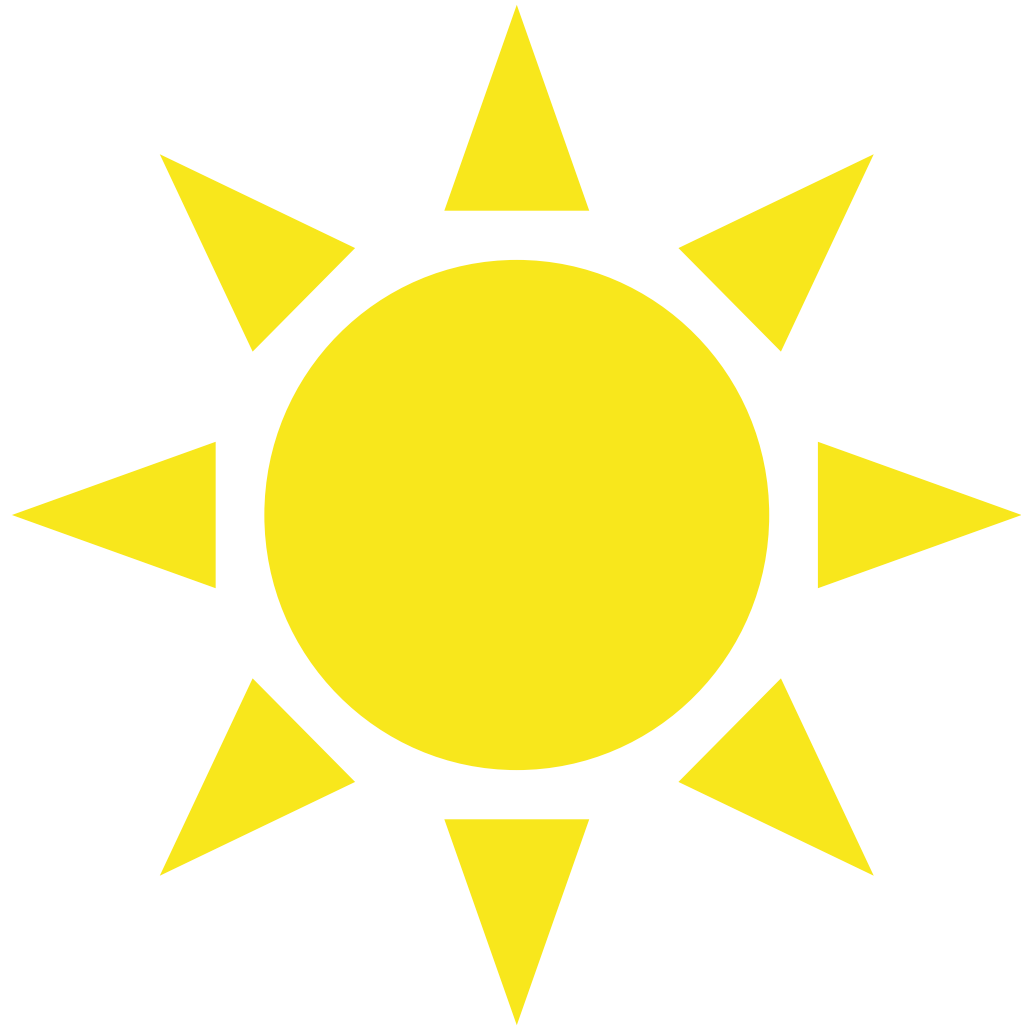
## Quick Introductions

- Name
- Pronouns
- What color is your heart today?



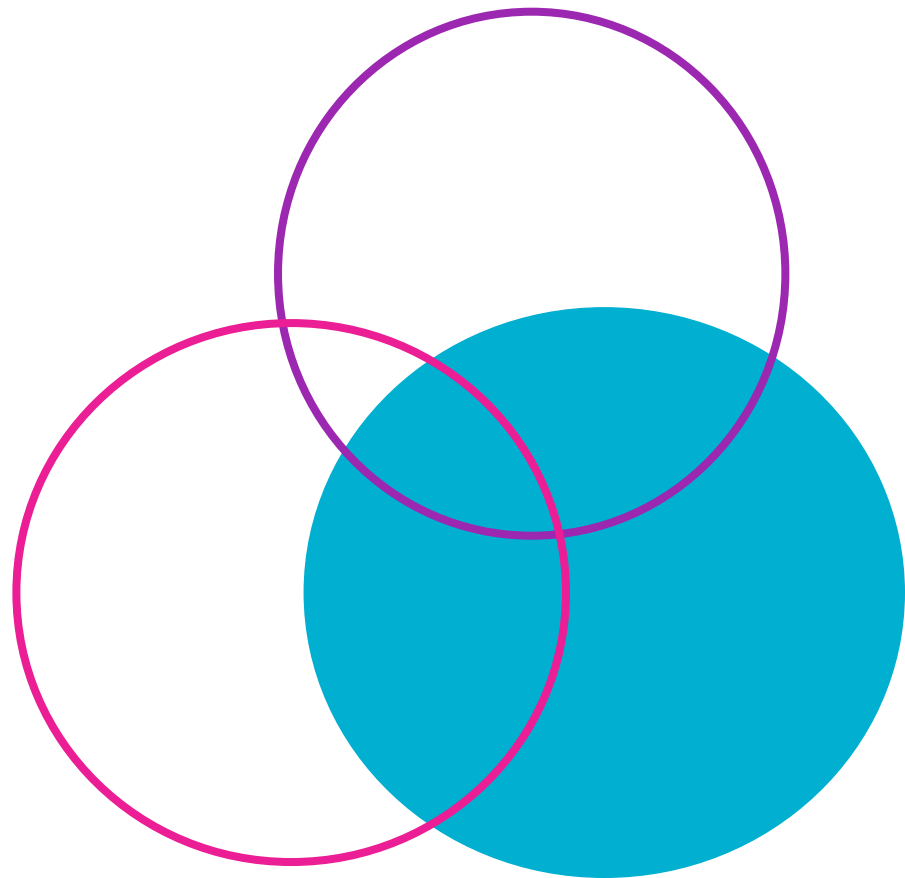
# Workshop overview

- Quick introductions
- Community agreements
- Trauma and the brain 101
- What is trauma?
- Check-in
- Brain break
- Facilitation 101
- Closing ritual



# Community Agreements

- Respect yourself, respect others
- Honor your body, take care of yourself
- Be present
- Open mind, open heart
- Ask questions, ask for what you need
- Enjoy yourself



2 minute safety plan!

- What is one thing you will do to self-soothe if you begin to feel overwhelmed during this workshop?
- Write it down



**What is trauma?**

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# Terminology

- **Trauma:** experiences or situations that are emotionally painful and distress, and that overwhelm people's ability to cope, leaving them powerless (The Center for Nonviolence and Social Justice). Traumatic events are extraordinary, not because they occur rarely, but because they overwhelm the ordinary human adaptations to life (*Trauma and Recovery*)
- **Trauma-aware:** the degree to which someone is aware that trauma is a reality for many people
- **Trauma-sensitive:** being intentional in the way one interacts with someone they know or suspect has experienced a significant trauma

## Terminology pt. 2

- **Trauma-competent:** the degree to which a person is capable of effectively integrating trauma information and skills into a specific situation to better understand that situation and respond to it.
- **Trauma-informed:** when service systems are designed to accommodate the vulnerabilities of trauma impacted people and allows services to be delivered in a way that will avoid inadvertent re-traumatization, and will facilitate consumer participation in treatment.
- **Trauma-impacted person:** neutral term to describe people who have in some way been impacted by trauma without calling them victims or survivors.



# Categories of Trauma

- **Situational** - traumatic events not perpetrated by other people that the person may already know
- **Relational** - interpersonal traumatic experiences
- **Acute** - one-time traumatic events
- **Allostatic Load** - the impact of ongoing chronic, toxic stress
- **Chronic Trauma** - traumatic experiences that occur repeatedly
- **Complex Trauma** - when there are a variety of traumas making the overall impact even more difficult to assess and understand.

Expanding our  
understanding of **trauma**

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“Trauma happens when *any* experience stuns us like a bolt out of the blue; it overwhelms us, leaving us altered and disconnected from our bodies. Any coping mechanisms we may have had are undermined, we feel utterly helpless and hopeless. It is as if our legs are knocked out from under us. Trauma is the antithesis of empowerment.”

Trauma lives in the nervous system!

**“Trauma is in the biology, not the event”**

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# Trauma is a sensory experience...

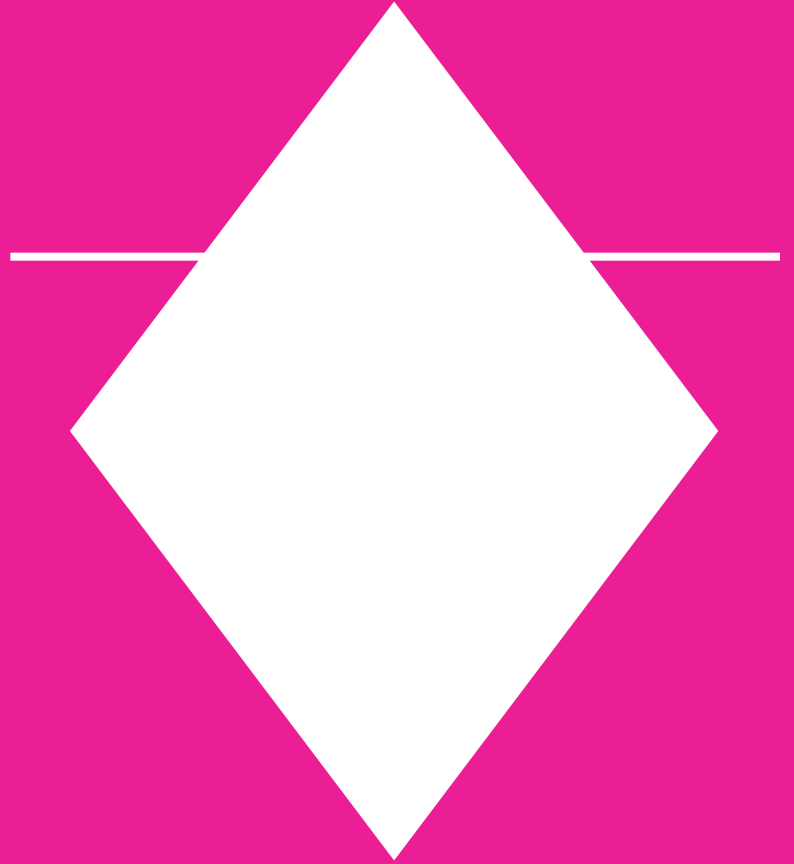
- Behind each trigger response is a series of physiological effects that remain a part of the person's sensory memory until it is processed.
- Trauma is etched into the most primal fear zones of the brain. When a person experiences trauma, they are feeling it not thinking it.
- Not only are most traumas invisible, many traumas remain dormant until triggered

“Neurosomatic regulation is the key to self and co-regulation”

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**BRAIN BREAK**

# LGI's Iceberg Analogy





# Iceberg Analogy

## Outward Behavior

*(the part you can see)*

Real power is below the surface where emotional and relational health lies unseen.

## Emotional Health

*(self-esteem, moral character,  
self confidence, self image)*

## Relational Health

*(love, fairness, trust &  
trustworthiness, power)*

**The strength  
of the layers  
under the  
water  
determines the  
real strength  
of the iceberg.**

## Outward Behaviors

Dissociative  
Inappropriate Social Behaviors  
Hyper-Aroused  
Reenactments

Hyper-Aggressive  
Lack of Concentration

## Emotional Health

Associations  
Sensations  
Emotions  
Flashbacks  
Hopelessness  
Attunement  
Self-Regulation  
Powerlessness

Generalizations  
Unconscious Beliefs  
Unresolved Grief  
Triggers  
Attachment  
Trust  
Fear  
Shame

## Relational Health

Safety  
Attachment  
Openness  
Connection  
Security  
Trust

Fairness  
Ethical Dimension of Relationships

# Trauma continuum



- Ranges from minor/temporary to deeply wounding/life-altering
- Based on perception of event and whether the experience has been processed
- Degree of traumatization varies from person to person

## \*NOTES\*

- It isn't your job to diagnose your group members,

STAY HUMBLE

- Use your knowledge to facilitate your groups with  
heightened awareness and compassion

## \*NOTES\*

- As facilitators working with trauma-impacted people, it is important to de-center and de-personalize our experiences. It is our responsibility to care for ourselves on our own time.

# Self-reflection

So far, what is one thing about the principle about trauma that stands out to you?



**BRAIN BREAK**

# **Basic principles of facilitation**

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# Parallel Process

- Symptoms, attitudes of “leaders” are reflected in a group.
- As a facilitator, it is your responsibility to model for your group.



# Principles of Groups

- Groups have power.
- Groups vary as much as individuals vary.
- Groups need purpose.
- Groups have life cycles:
  - Forming, Storming, Norming, Performing and Adjourning
- Groups are founded on human connection.
- The first few minutes that a group spends together are critical.
- The importance of “3”
  - Gel time
  - Triangulation

# On being an effective group facilitator:

- Being clear about one's role
- Awareness of group members and group process
- Care for the individual group members and the group as a whole
- Weigh the needs of the group vs needs of the individual group members
- Encourage group responsibility to maintain a safe space
- Intentional about designing and upholding community agreements
- Be gentle and firm when setting and upholding boundaries
- Allow the process of feedback and grow from it

## \*NOTES\*

- Be real
- Be transparent
- Be affirming
- Be clear
- Know your place
- Know the power you hold



Active Listening



- A specific, intentional form of communication in which the listener focuses their attention on the information being shared by the speaker and generates responses that reflect the content, feelings or possible meaning of what the speaker is sharing.
- **Outcomes:**
  - Build trust between facilitator and group member
  - Opportunity for group member to feel seen and heard

# Beware of RESSQ-ing

- Reassuring
- Explaining
- Solving
- Sharing
- Questioning



# Principles of Active Listening

- Be present
- Be prepared to accept the feelings of the speaker
- Be objective, yet intuitive
- Allow the speaker to be responsible for their own feelings
- Let the speaker lead the conversation
- Be patient and allow the receiver to draw their own conclusions
- Try not to have a specific result in mind



# \*NOTES\*

The keys to being a great facilitator:

- Structure
- Clarity
- Consistency
- Flexibility



## On providing consistency...

- Group rituals are key!
  - Entrance rituals
  - Check-ins
  - Sharing rituals
  - Reflection rituals
  - Exit rituals
- Modeling for the group is important- “Do as I say and do”

# Self-reflection

Consider the way you already apply these principles of trauma-informed facilitation? Consider what are ways you can incorporate these new principles into your practice?



**Take a deep BREATH**

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# Group Share

What is one thing you are taking away from the workshop and incorporating into your practice



## \*CREDITS/RESOURCES\*

- *Life After Trauma: A Workbook for Healing*, by Dena Rosenbloom, PhD
- *The Boy Who Was Raised As A Dog*, by Dr. Bruce Perry and Maya Szalavitz
- *Trauma Through a Child's Eyes*, by Peter A. Levine
- *Creating Sanctuary*, by Sandra Bloom
- *Who, Me Lead a Group?*, by Jean Illsley Clarke
- Lakeside Global Institute
- Stockton Rush Bartol Foundation