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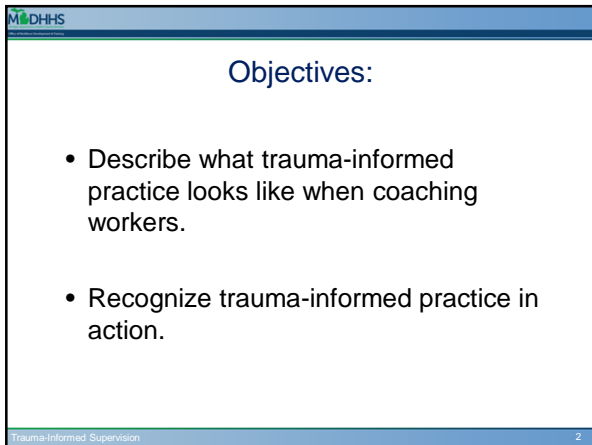
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M&DHHS

### Trauma-Informed Supervision

#### Attend to the Relationship



Trauma-Informed Supervision 4

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### Trauma-Informed Supervision

#### Acknowledge the Culture

- Have an awareness of your own culture as well as the culture of your supervisee.
- Recognize the power differential that exists.
- Provide honest feedback tempered with kindness.
- Have the expectation with feedback that the worker will improve over time.
- Be fair and give everyone equal treatment.

Trauma-Informed Supervision 5

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M&DHHS

### Trauma-Informed Supervision

#### Accentuate the Positive

Acknowledge what the supervisee does well.



Trauma-Informed Supervision 6

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MHHS

### Trauma-Informed Supervision

#### Be Calm and Calming

- When you are upset, you don't always do your best.
- Take time to calm down before addressing a difficult situation.
- The goal is to evaluate and discuss the situation in a calm manner.
- Good modelling for supervisees.



Trauma-Informed Supervision 7

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MHHS

### Trauma-Informed Supervision

#### Ask Questions (Reflective supervision)

- Encourage self-reflection and emotional awareness.
- Listening closely encourages people to self-reflect.
- Prevents misunderstandings that result from mistaken assumptions.



Trauma-Informed Supervision 8

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MHHS

### Trauma-Informed Supervision

#### Empower Others



- Elicit solutions rather than tell them what to do.
- Brainstorm a number of solutions with them.
- Discuss the pros and cons of each solution.
- Allow as much choice and control as possible.

Trauma-Informed Supervision 9

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MiDHHS

### Trauma-Informed Supervision

#### Promote Self-Care

- Model good self-care.
- Supports supervisees in finding and implementing self-care strategies.



Trauma-Informed Supervision 10

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Trauma-Informed Supervision 11

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MiDHHS

### Mentoring through Modeling Parallel Steps: Trauma-Informed Supervision



*A Leader is one who knows the way,  
goes the way, and shows the way.*

Trauma-Informed Supervision 12

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References

- [Trauma-Informed Care Clinical Supervision Information Scenarios Training Video](#)

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