

Purpose of Assessment:

The purpose of the Trauma-Informed Workplace Assessment tool is to help you evaluate, understand, and discuss how your organization can become more trauma-informed.

Instructions:

Respond to each of the following statements, rating each on a scale of **1 to 5**. A 5 indicates you strongly agree with the statement; a 1 indicates you strongly disagree with the statement. Once completed, total your ratings.

5: Indicates you strongly agree 1: Indicates you strongly disagree

1.	My organization offers educational opportunities for learning about trauma.
2.	Staff in my workplace who are judgemental in their attitudes are challenged by others to consider being more curious and less judgemental.
3.	My organization maintains a high standard of physical safety.
4.	My organization is intentional about trying to find more ways to provide choice to people.
5.	My organization celebrates the diversity of people.
6.	Awareness of trauma is reflected in the mission, vision, beliefs, and values of my workplace.
7.	My organization translates awareness of trauma into action.
8.	Safety officers and committees in my workplace consult widely in the development of policies and procedures.
9.	People in my workplace know their feedback will be taken seriously.
10.	My workplace affirms the strengths and resilience of people.
11.	People who work in my organization understand how trauma impacts others.
12.	People in my workplace understand how flight, fight, and freeze responses can influence behaviour.
13.	My organization maintains a high standard of psychological safety.
14.	In my organization, a diversity of perspectives is encouraged.
15.	In my organization, staff engage in intentional conversations about their own strengths and the strengths of others.
16.	Awareness of trauma can be seen and demonstrated in workplace policies.
17.	Staff in my organization convey empathetic curiosity rather than judgement towards those displaying challenging behaviours.
18.	I trust that leaders in my workplace will make good decisions about safety at work.
19.	My workplace offers staff choices about the way work is done.
20.	People in my organization are good at seeing what a person is doing well – not just their problems or symptoms.

_____ **TOTAL**

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Scoring

In the spaces below write down the assessment rating that corresponds to each question, then total each line and record it in the box to the right.

Promote Awareness				
1. _____	6. _____	11. _____	16. _____	Total _____
Shift Attitudes				
2. _____	7. _____	12. _____	17. _____	Total _____
Foster Safety				
3. _____	8. _____	13. _____	18. _____	Total _____
Provide Choice				
4. _____	9. _____	14. _____	19. _____	Total _____
Highlight Strengths				
5. _____	10. _____	15. _____	20. _____	Total _____
				Grand Total _____

FIVE KEY PRINCIPLES THAT TRAUMA-INFORMED WORKPLACES EMBODY

Promote awareness. In trauma-informed organizations, leaders and employees are aware of the pervasiveness of trauma and its significance in people's lives. Educating staff about trauma is integral to generating awareness.

Shift attitudes. By being intentional about shifting our attitudes and bringing curious empathy to all our interactions, workplaces can take the necessary steps to avoid re-traumatization and create environments that promote well-being for everyone.

Foster safety. When organizations include a focus on building relationships characterized by trust in our safety planning, strong, healthy, and resilient workplaces are encouraged.

Provide choice. Organizations can increase opportunities for choice among staff and clients by mindfully considering how power is distributed and managed in the workplace and sharing power where possible.

Highlight strengths. Every person has inherent strengths that help them survive. For people who have come through traumatic experiences, highlighting strengths is especially relevant because it helps emphasize and build up their resilience.