

KEY Learning Objectives:

1. What to consider when assessing the need to address historical trauma-The definition of historical trauma will be reviewed so that we will can address the topic in current culture as we explore when to encourage a focus on HT in therapeutic intervention or not.
2. We will examine the role of the provider in creating a therapeutic relationship impacted by historical trauma. Discover the doors and barriers related to historical trauma that influence effective change in the consumer's life.
3. To discover what we as a provider need: what is the next step or steps in the area of personal growth, education and or experience needed so that you can provide best practice to the population served.

Building on Therapeutic Skills to Utilize your Trauma Informed Care Education.

3-4:30pm November 14, 2018

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This training will build on personal knowledge base of Trauma Informed Care and Historical Trauma and offer tools to impact therapeutic approaches with people of culture with historical trauma in their personal narrative.

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$$D \times V \times FS > \$ \times Ps$$

Chandler (2018) A formula Every Leader Should Know for Activating Change.

The movement towards change can't begin without all three positive drivers present. And they must be greater than negative drives in order for people to buy in.

D = Dissatisfaction with current reality

Dissatisfaction is the primary fuel for change. Without a high enough level of dissatisfaction, pushing change in an organization is like driving a car without fuel. Eventually, you will simply run out of resolve and stop pushing.

V = Vision of preferred future

If we implement this change, how would the ideal future look? How would your organization be different? How would the lives of everyone on your team be different? Being able to paint a picture of the preferred future is an essential skill for leading through change

FS = Immediate first steps

In addition to dissatisfaction & vision, it's important that there is clarity around what to do first. You might not entirely know how you're going to get from point A to point B, but everyone should have clarity and confidence in the first step to take.

Now that we've identified the left side of the equation, let's jump to the other side.

\$ = Cost (External)

What resources will this cost you to buy in. Resources are what you have to offer, it could be time, space, tangibles, money.

Ps = Psychological Resistance (Internal)

Psychological resistance is the silent, deadly killer of to change. All of it is rooted in fear. The fear of change comes in two forms: professional concerns and personal concerns. Side note: Become an expert at calming people's professional and personal fears of good change.

Which Part of Your Formula Needs Work?

Based on this formula, the level of dissatisfaction (D) multiplied by an enticing vision of what could be (V) multiplied by clearly defined first steps (FS) must be greater than the cost (\$) of the change multiplied by the psychological resistance (Ps).

Chandler (2018) A formula Every Leader Should Know for Activating Change.

Service Provider Interview Guide

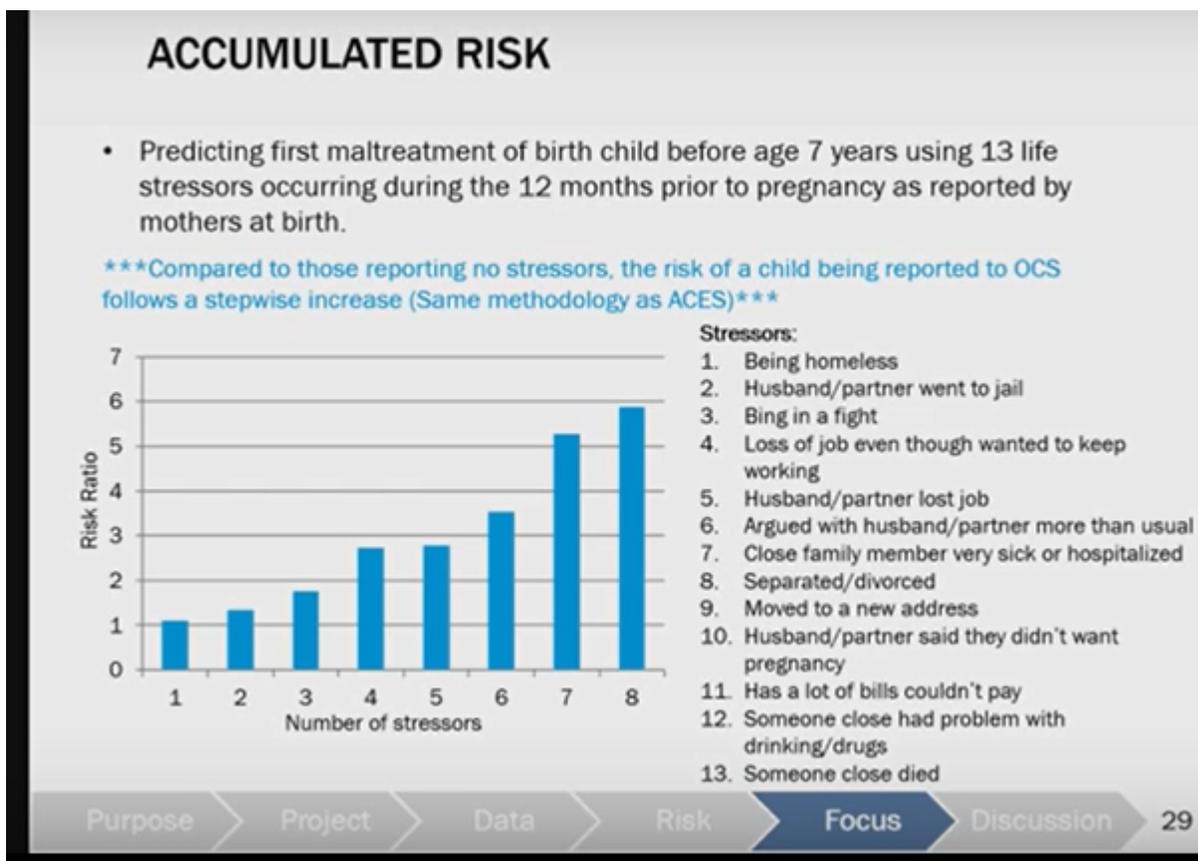
6. How would you describe your cultural background?
7. Could you describe some of the roles you play in this community?
8. How does the history of your people matter for your community today?
9. How does history continue to influence the lives of community members today [for better or worse]?
10. [Ask after interviewee has sufficiently framed discussion of history's influence on lives of community members] What does the term "historical trauma" mean to you?
11. How could these negative effects of history on the present generation best be addressed?
12. How is this similar to and different from frameworks in Western mental health (like PTSD)?
13. How does the concept of historical trauma relate your understanding of what it means to be [tribe]?

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Hartmann, Gone, (2016). Psychological-mindedness and American Indian Historical Trauma. American Journal of Community Psychology/ Volume 57, Issue 1-2

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Jared Parrish Slide from ALCANLINK presentation



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