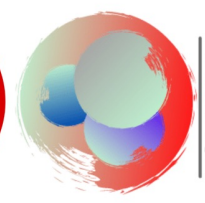


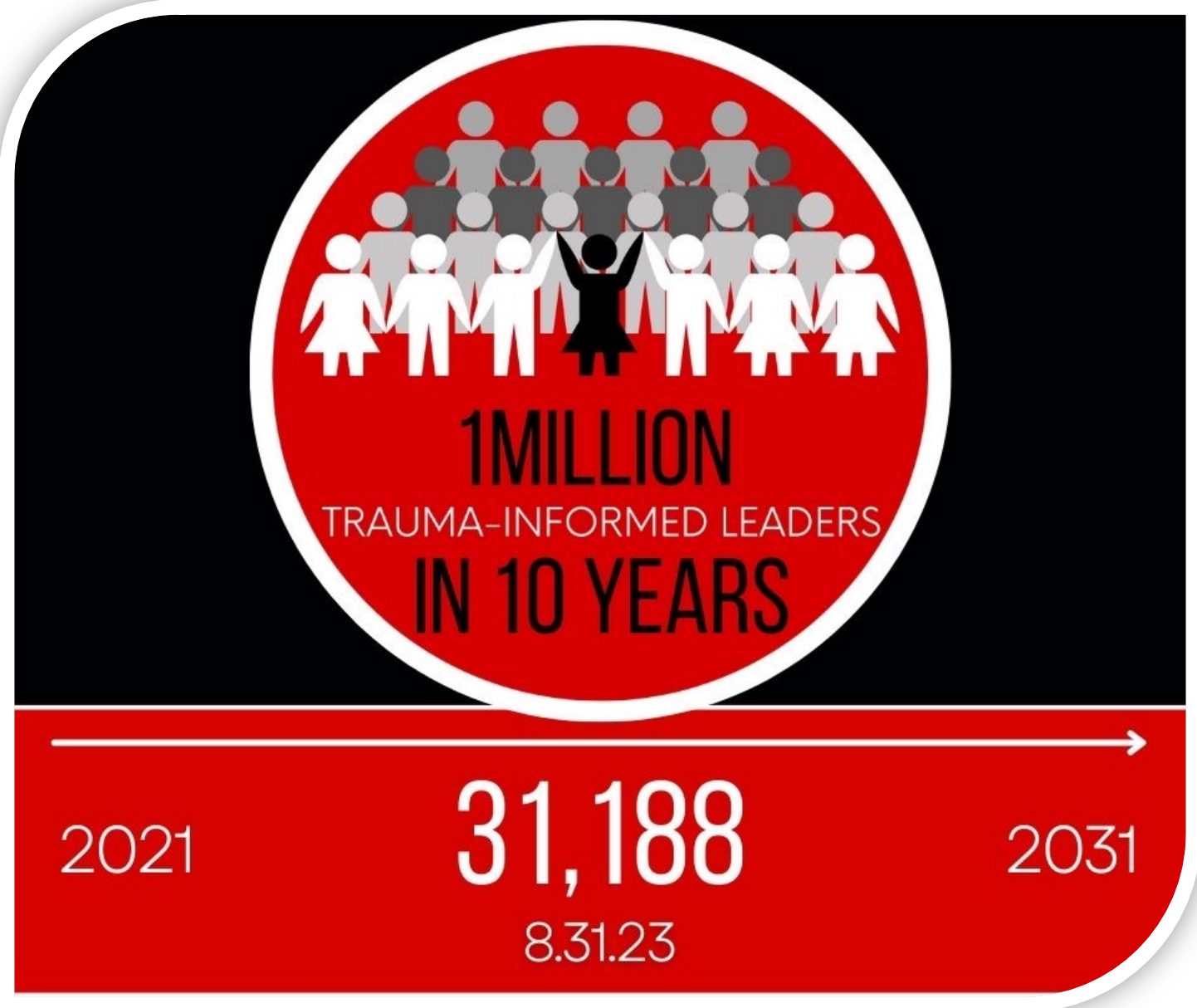
3 ^ 3
THE POWER OF 3 TM

DECISION MAKING USING A DO NO HARM LENS



DAWN
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Consulting

1M TRAUMA-INFORMED LEADERS BY 2031



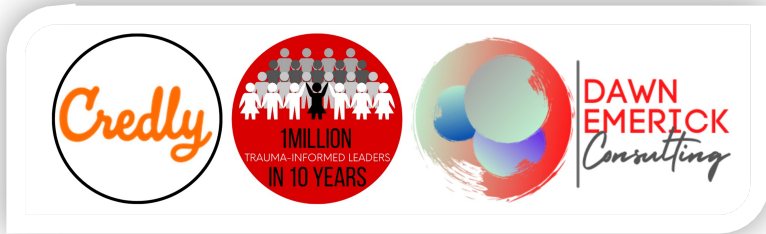
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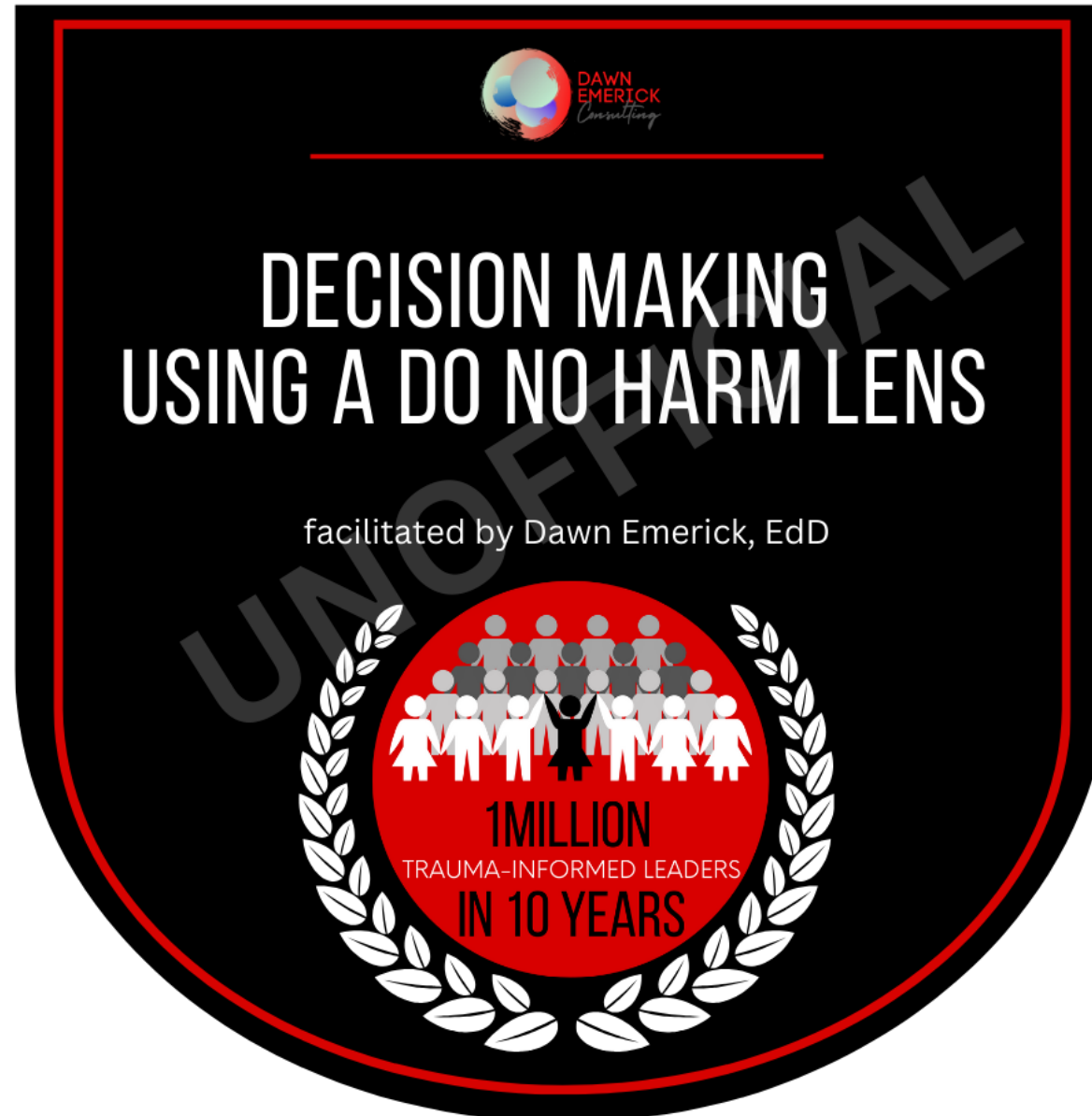
Look for your digital credential coming via Credly soon!



POWERED BY Credly



DIGITAL BADGE



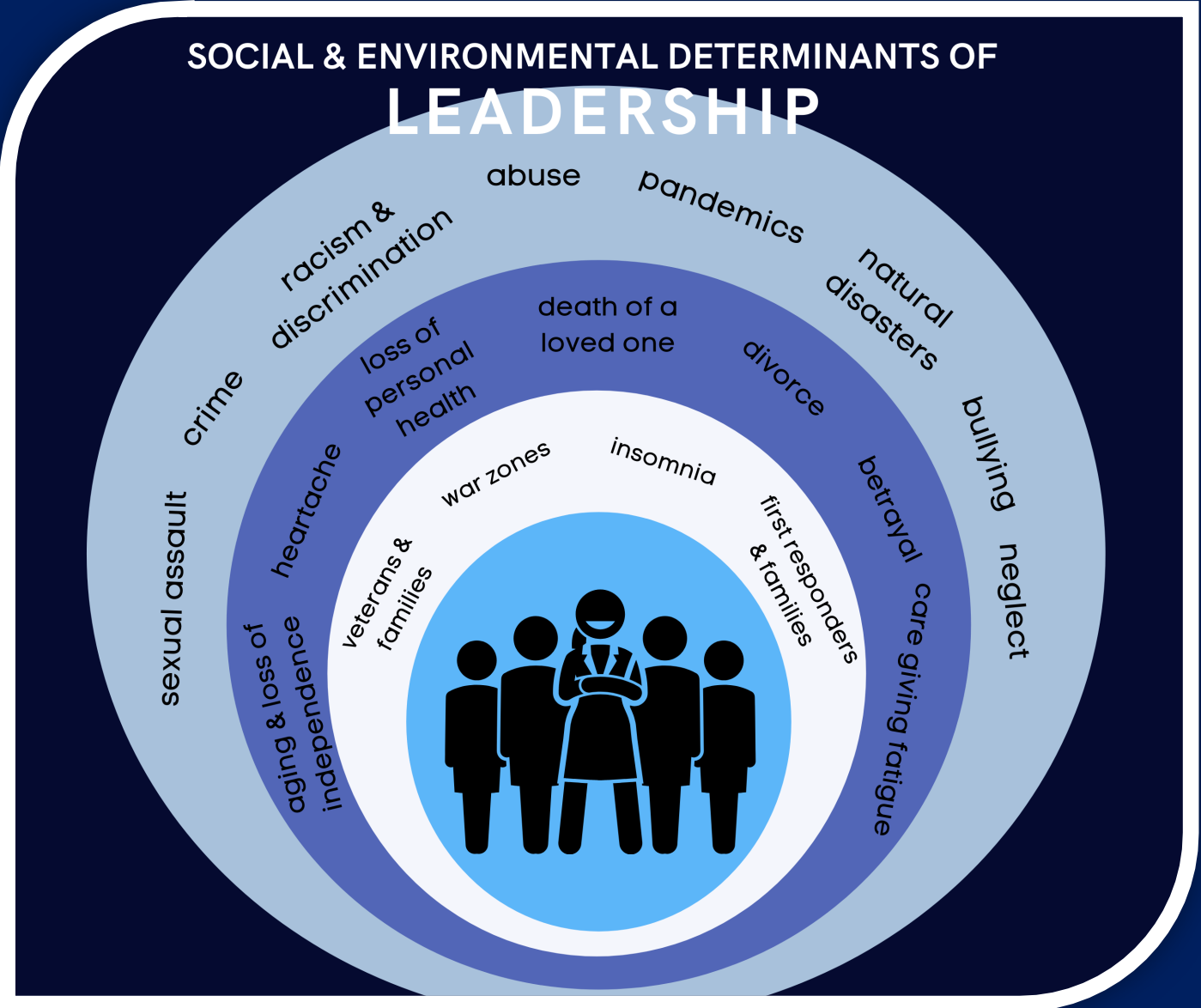


**GIVE A SHOUT OUT TO
YOUR FAVORITE BOSS AND
TELL US WHY THEY ARE
THE BEST!**



TRAUMA AND THE WORKPLACE

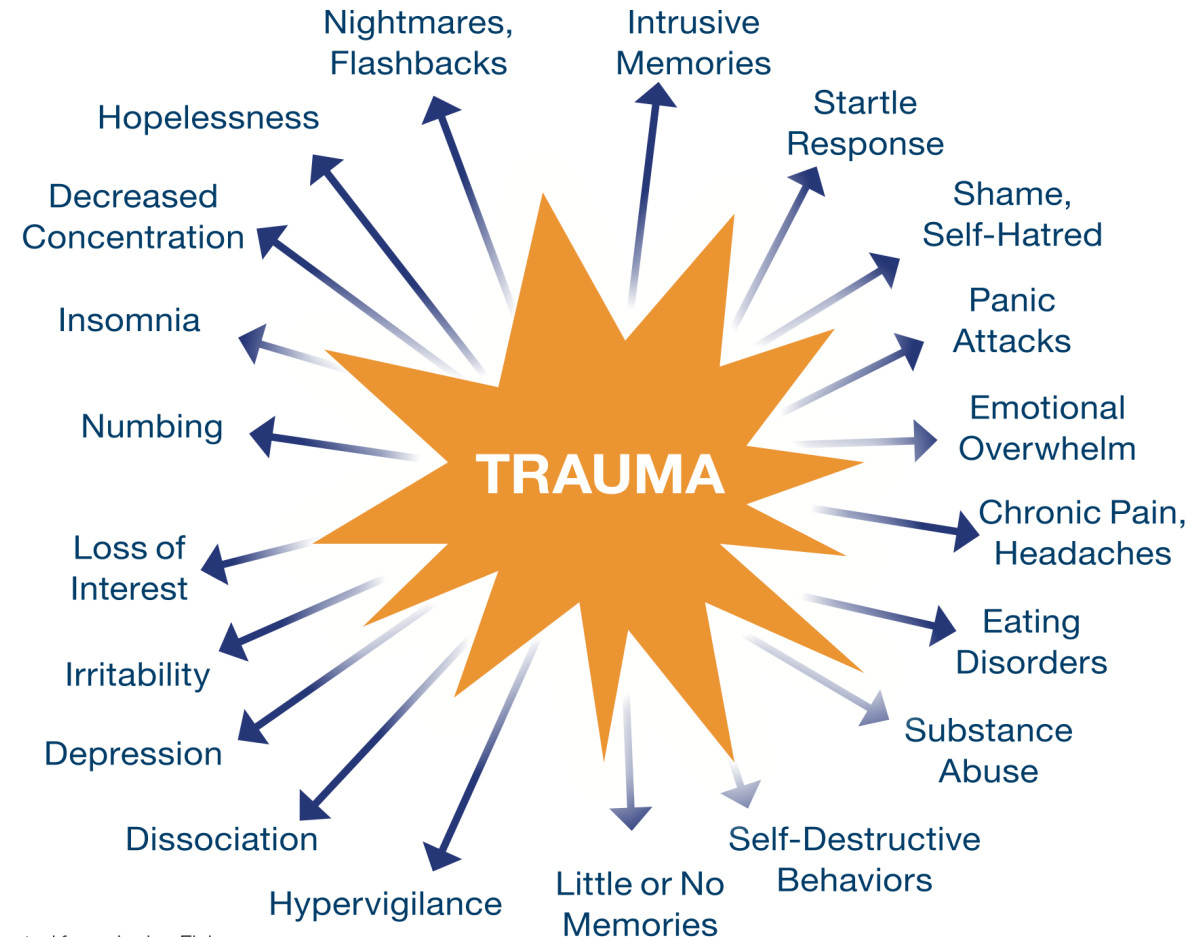
**DO NO
HARM**



TRAUMA

DO NO
HARM

Trauma is... **Event + Experience = Effect**



Adapted from Janina Fisher

TRAUMA-INFORMED LEADERSHIP IS **NOT** THE SAME AS TRAUMA-INFORMED CARE

TRAUMA-INFORMED CARE

In a Trauma-Informed agency, all staff must attend New Employee Orientation and receive training in the areas of Mental Health, Substance Abuse, HIV/AIDS, Child Abuse, Discrimination/Sexual Harassment, Confidentiality, De-escalation Techniques, and Security/Active Shooter. Front line staff also receive First Responder and CPR training. All staff must pass a Level II background screening.

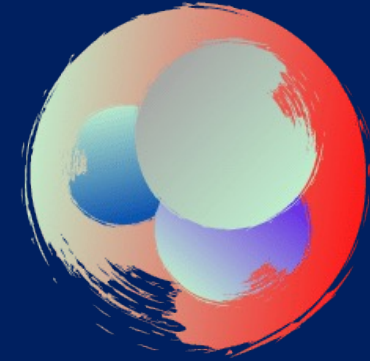
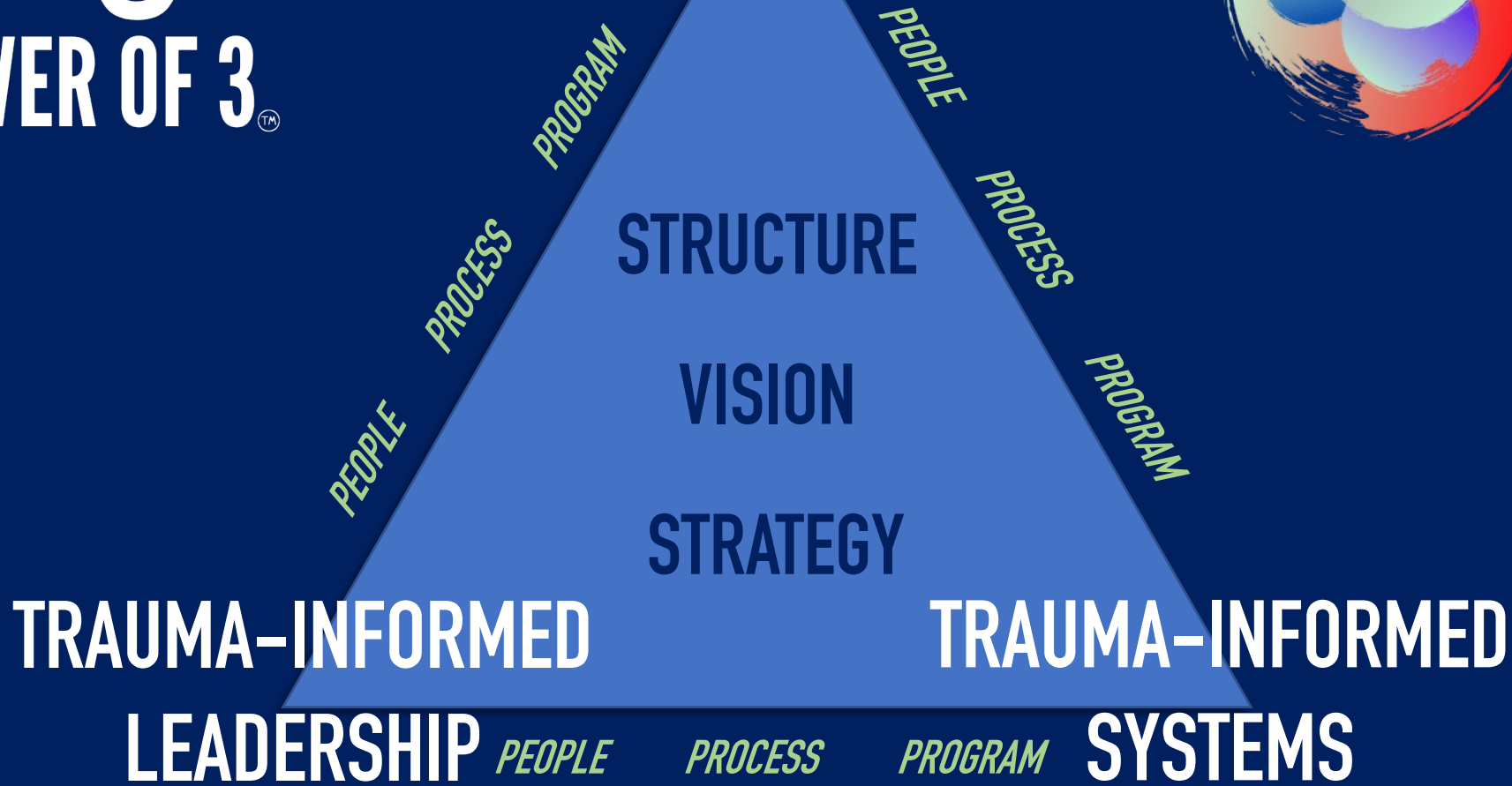
TRAUMA-INFORMED LEADERSHIP

Trauma-informed leadership is actualized when leaders and supervisors acknowledge how their own social and emotional needs and experiences influence the way they interact, communicate, influence, and engage with anyone who has an interest in their success, the success of others and the success of their organization. They can recognize their own stress responses, awareness to pause, and the confidence to make decisions using a Do No Harm lens.



3 ^ 3
THE POWER OF 3.™

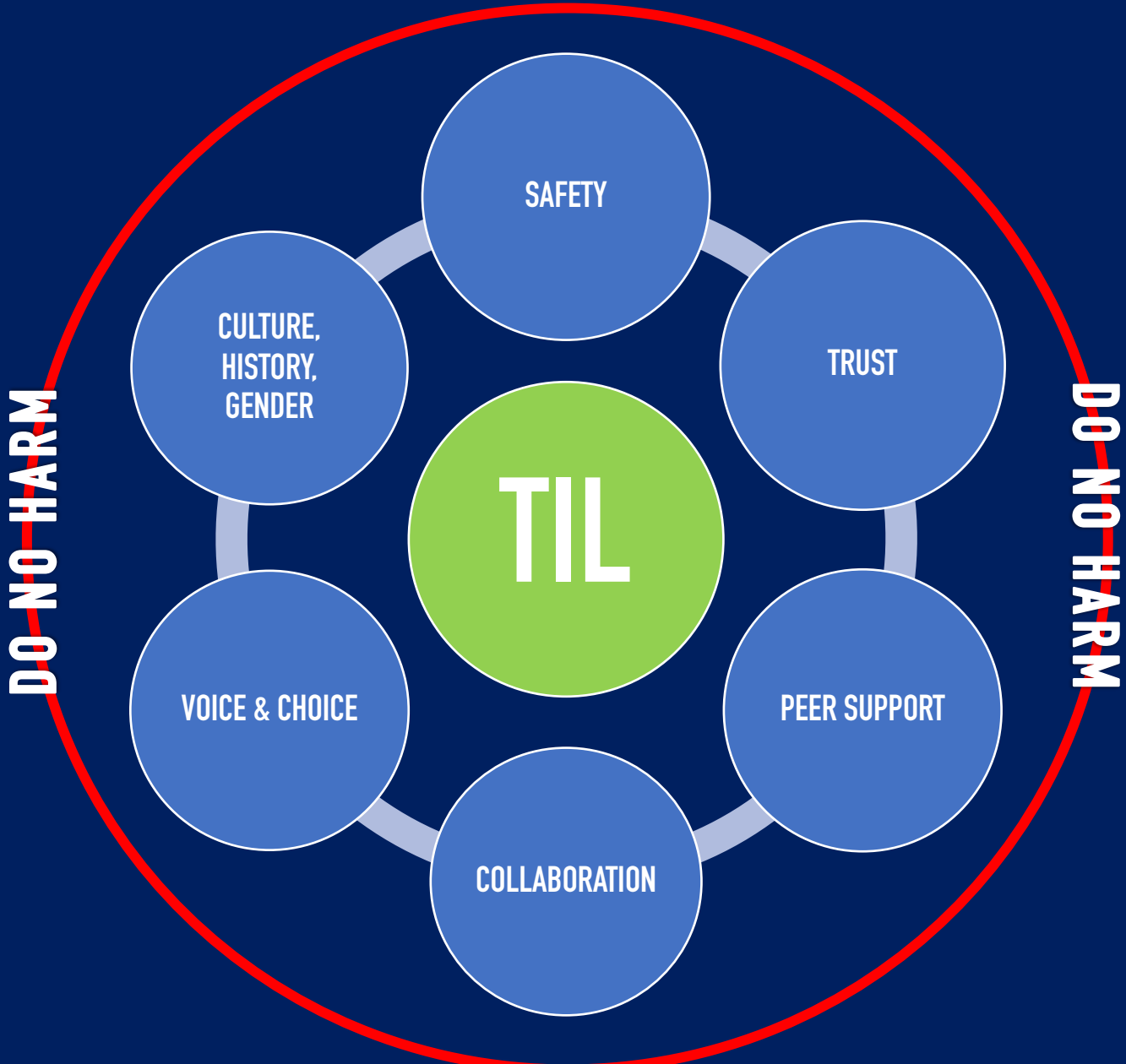
**ORGANIZATIONAL
ENVIRONMENT**



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TRAUMA-INFORMED LEADERSHIP



TRAUMA-INFORMED SYSTEMS

GOVERNANCE



**CHANGE
MANAGEMENT**



**PHYSICAL
ENVIRONMENT**



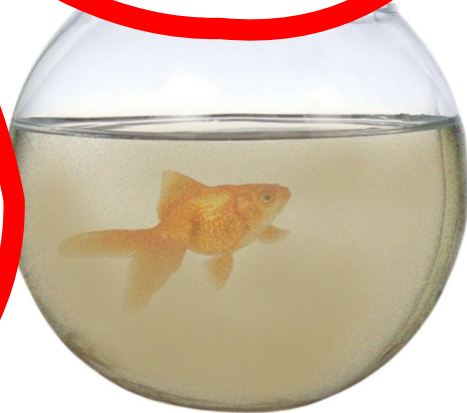
POLICY



**QUALITY
IMPROVEMENT**



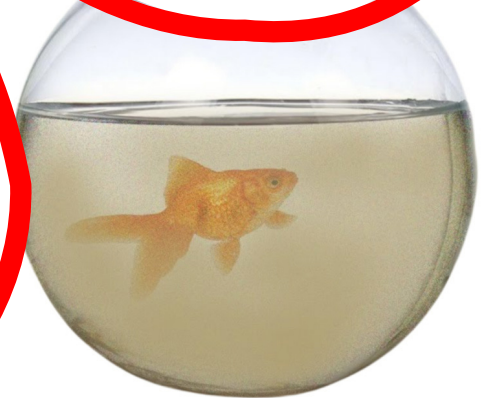
FINANCE



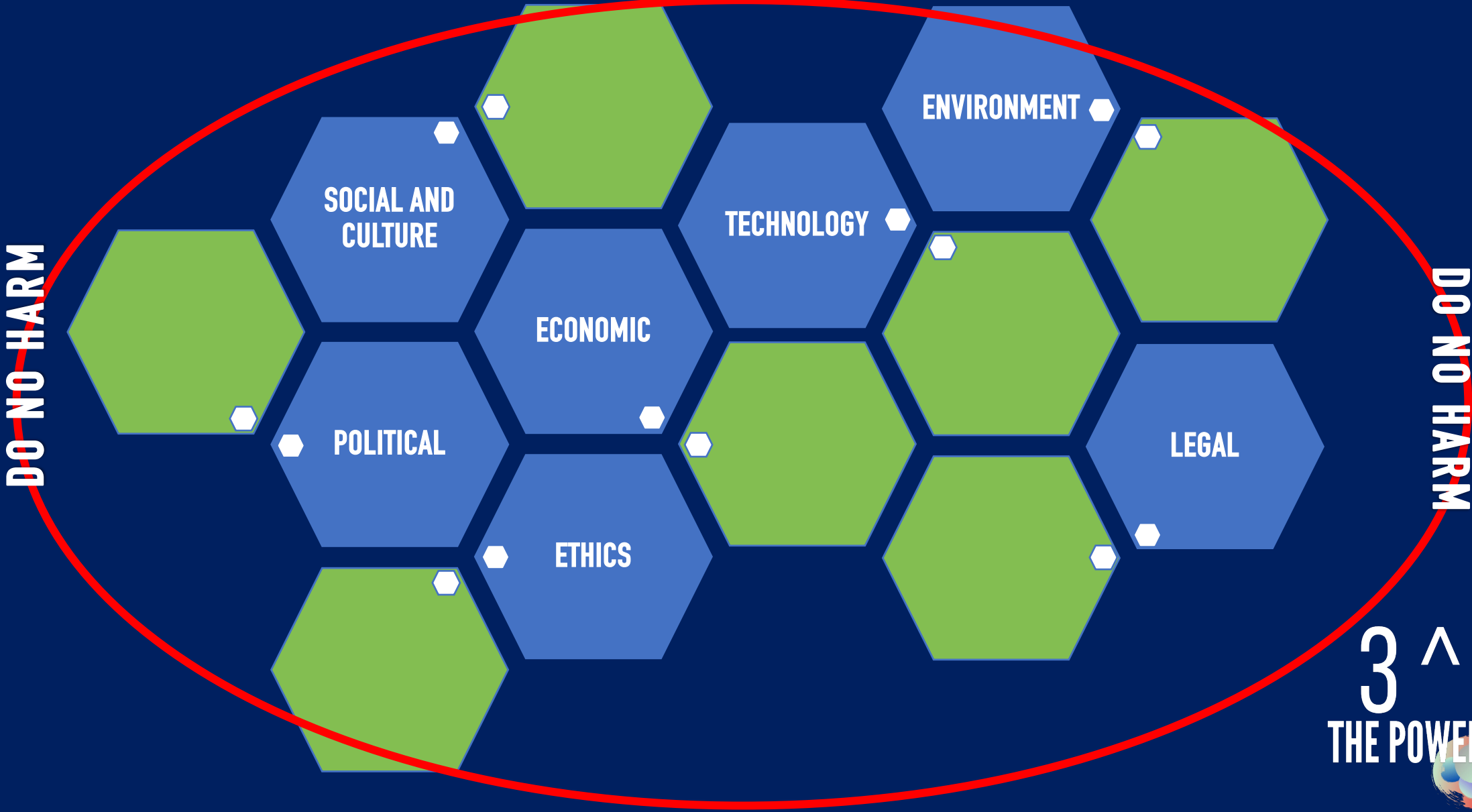
**TALENT ACQUISITION
& DEVELOPMENT**



METRICS



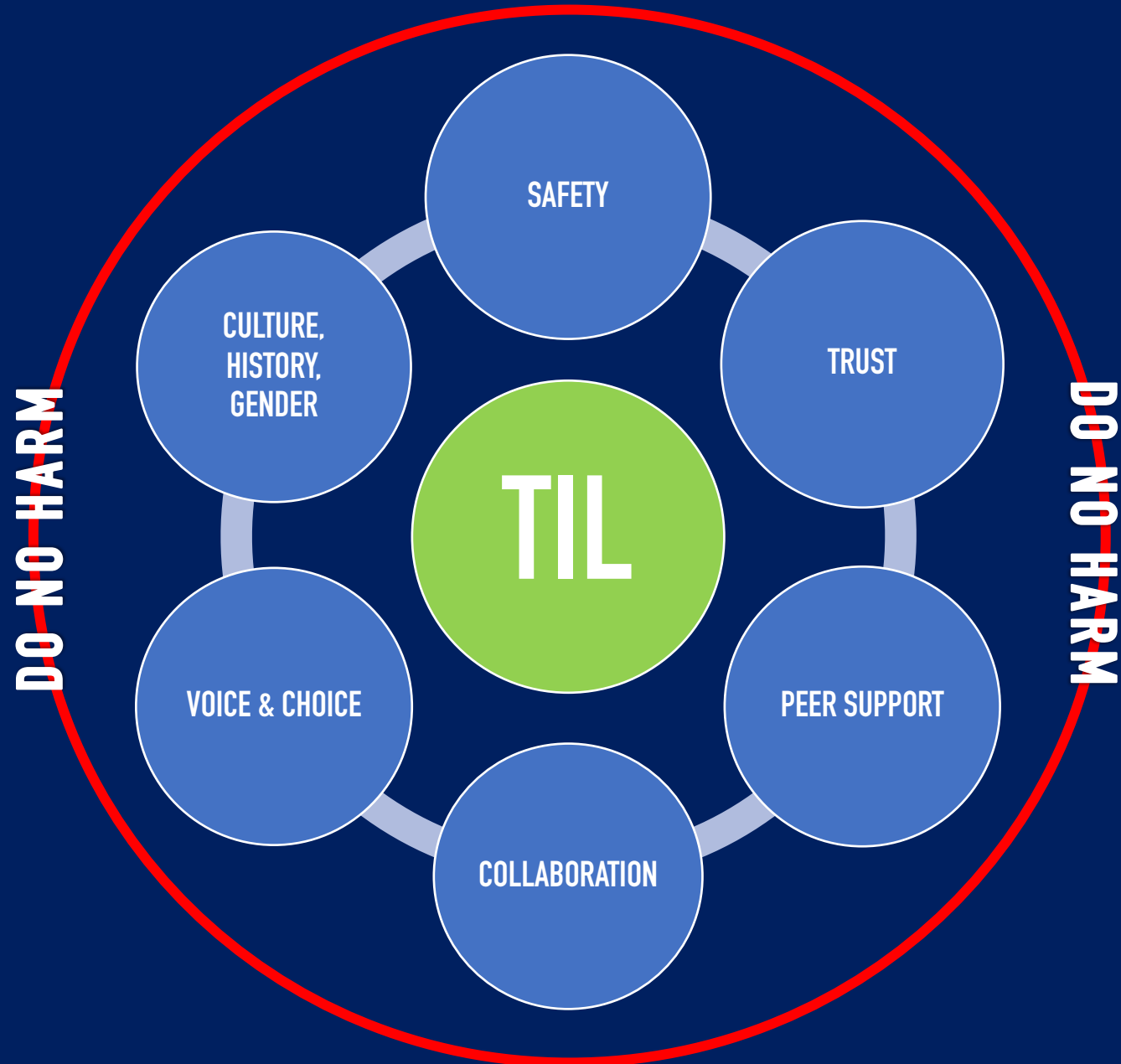
ORGANIZATIONAL ENVIRONMENT



3^3
THE POWER OF 3
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TRAUMA-INFORMED LEADERSHIP



ETHICS AND DECISION-MAKING

ETHICS: The study of a system if decision-making based in moral principles.

MORALITY: Traditions if belief about right or wrong human conduct.

BENEFICENCE: A concept that scientific research should have a goal of welfare of society. A **Do No Harm** tenet.

1. One should not inflict harm
2. One should remove harm,
3. One should prevent harm,
4. One should optimize benefits-- “do good”

BENEFICIENCE

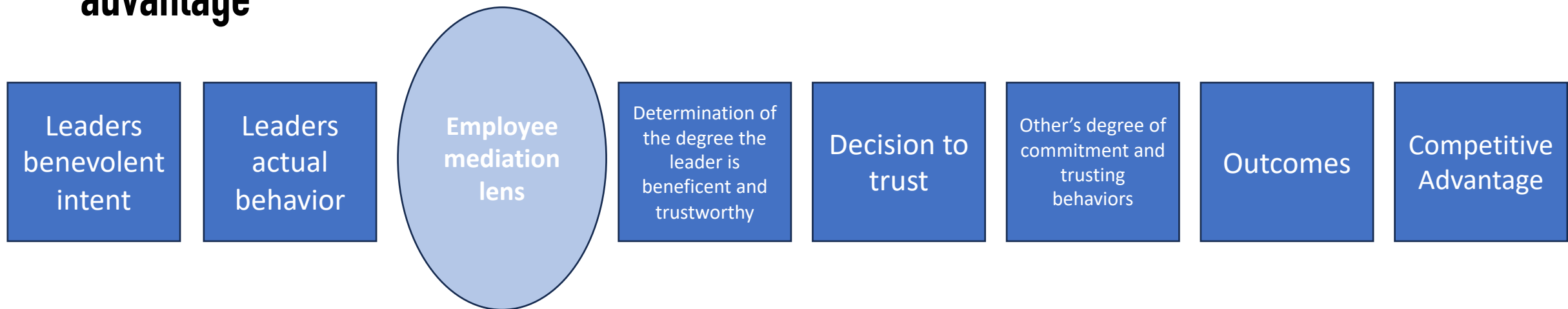
BENEFICIENCE IN LEADERSHIP:

- **A commitment to employees welfare, growth and wholeness.**
- **A competitive advantage.**
- **Foundation element of trustworthiness, trust and ethical leadership.**
- **Benevolent intent comes from a desire to treat people with consideration, compassion and empathy but beneficent behavior involves putting ones beliefs, attitude and intentions into action.**

BENEFIENCE IN LEADERSHIP

THEORY OF REASONED ACTION:

- Theoretical foundation between beneficence as a behavior is viewed through each employee's "mediation lens" (aka traumatic experiences/world view); perceived as a key element of a leader's trustworthiness by followers; resulting in the followers' decision to trust; essential in motivating follower behavior that reflects high commitment and creativity which add value to the organization; ultimately creating a competitive advantage



MEDIATING LENS

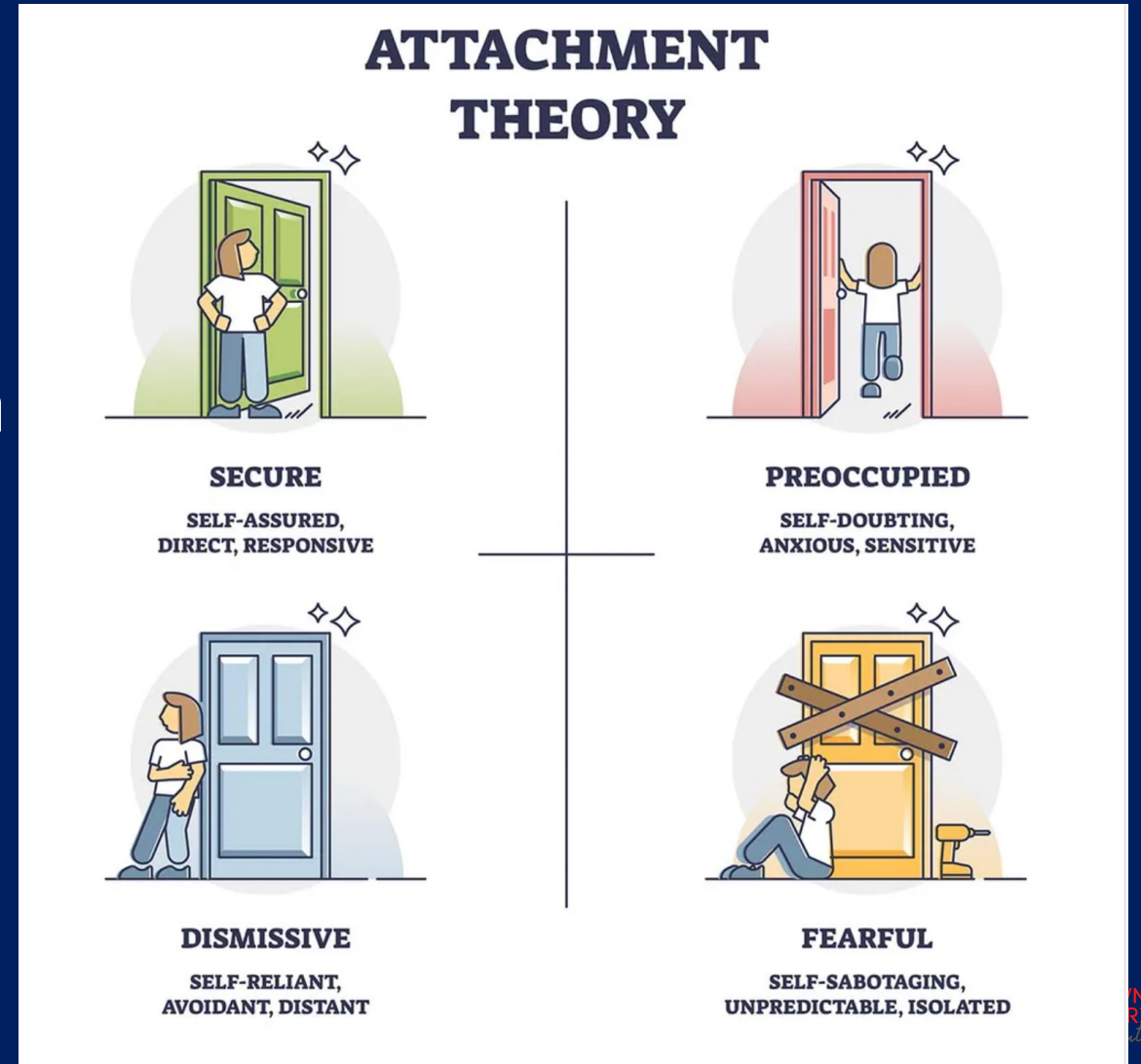


Employee
mediation
lens

The process by which one individual decides to trust another is individually based upon the experiences of each individual, and is based upon how a follower interprets the other party's behavior— Caldwell and Hayes, 2007

TRUST

- Our brains are wired to be a part of a group
- The attachment theory posits that we need one safe caregiver for normal social and emotional development
- Adults need positive and secure interactions with other adults to feel safe and secure.
- Stressful, low capacity, and traumatic environments play a critical role in memory, highlighting the important interplay between traumatic stress and our capacity to make decisions and to learn.



TRUST

Trust - make decision knowing no guarantees VS fear/rejection
Shift from avoid hurt to I can move through anything
We trust our self first we accept errors
Challenge to believe in own & others integrity & mistakes

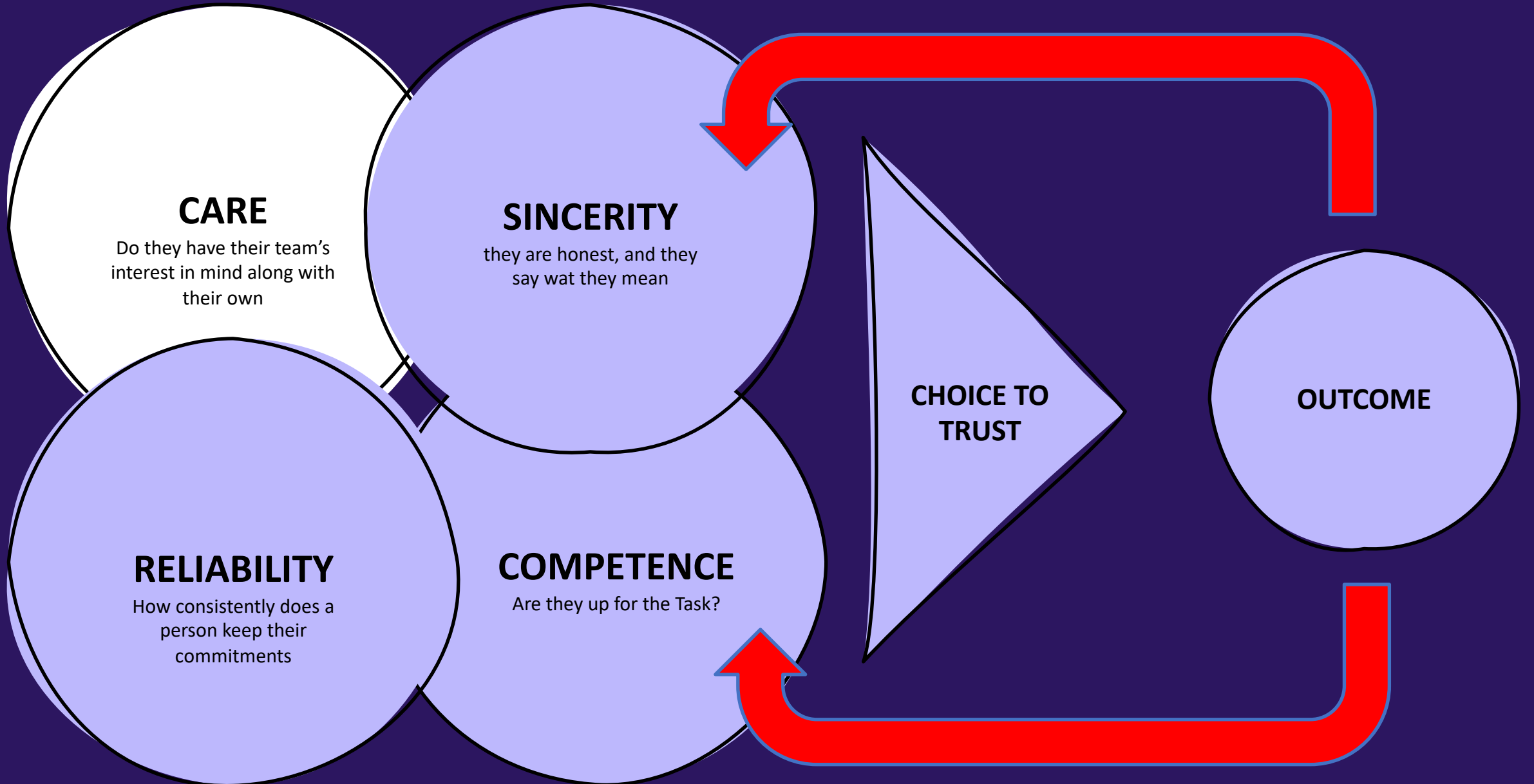
TRUST

The disaster of distrust in the workplace is that the strategies people use to protect themselves inevitably get in the way of their ability to effectively work with others.

CHARLES FELTMAN

The Thin Book of Trust: An Essential Primer for Building Trust at Work

TRUST



BENEFIENCE IN LEADERSHIP



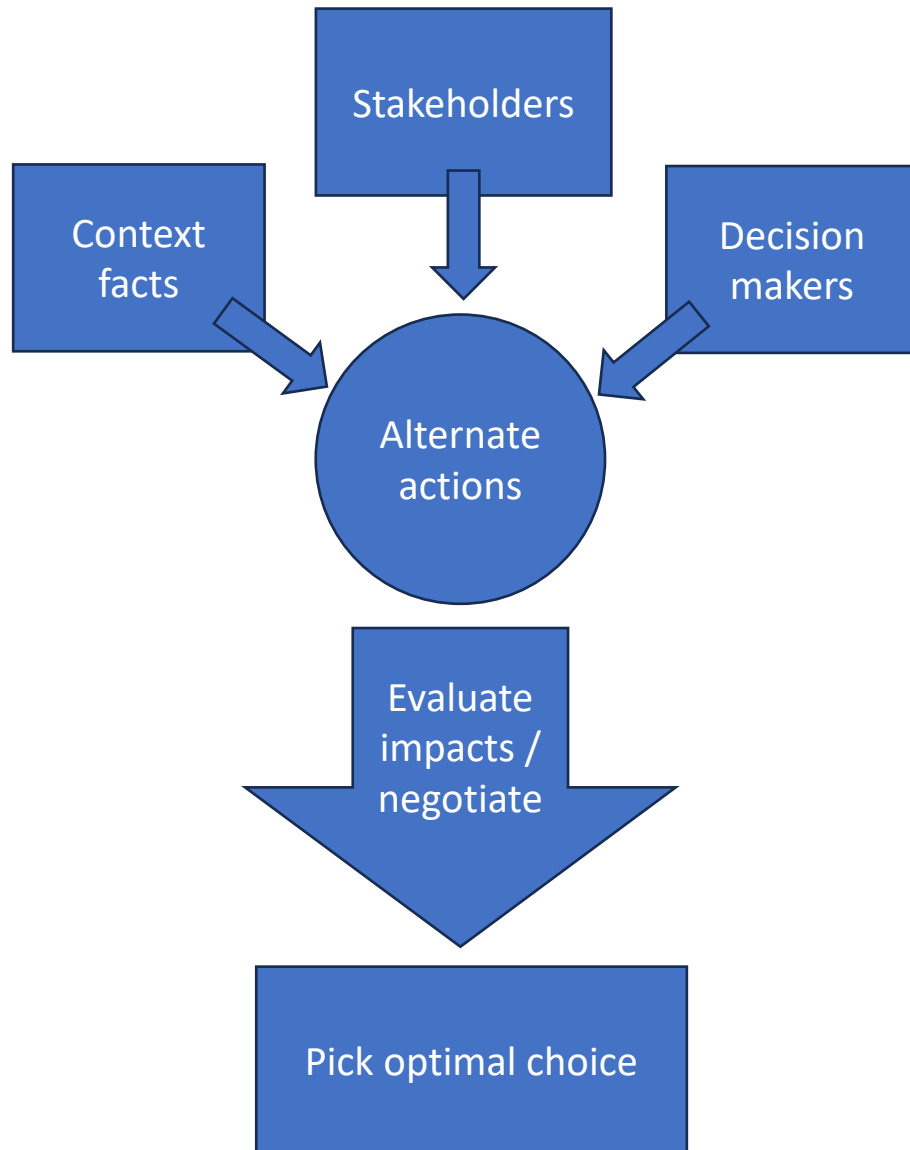
DO NO HARM



DO NO HARM

7 STEPS TO ETHICAL DECISION-MAKING

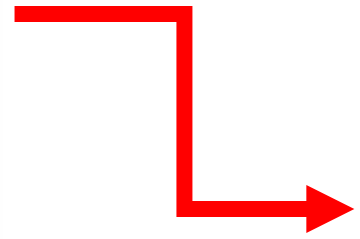
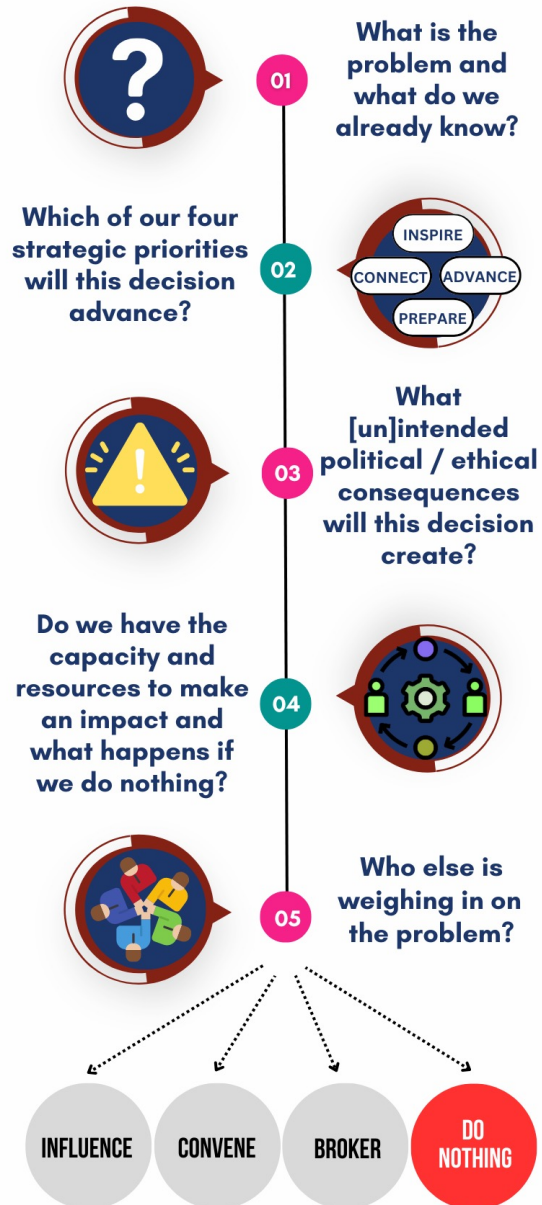
1. **STATE THE PROBLEM:** There is something about this decision that makes me uncomfortable
2. **CHECK THE FACTS:** Who are the persons involved, laws, policies, professional codes etc. . .
3. **IDENTIFY RELEVANT FACTORS:** Levels of trust and beneficence
4. **DEVELOP A LIST OF OPTIONS:** Avoid “dilemma”, not “yes” or” no”, but rather whom to go to or what to say
5. **TEST THE OPTIONS:** Harm test, publicity test, defensible test, reversibility test, colleague test, professional test, organization test
6. **MAKE A CHOICE:** Based on steps 1-5
7. **REVIEW STEPS:** How do you reduce the likelihood that you will need to make a similar decision again?



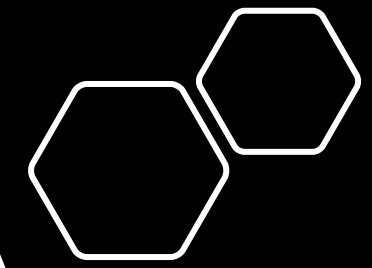
DO NO HARM

- 1. TRUST, RESPECT, DISAGREEMENT WITHOUT PERSONAL ATTACKS**
- 2. BEING JUDGEMENTAL VS. MAKING A JUDGEMENT**
- 3. EMPHASIZE PROCESS VS. CONCLUSION**
- 4. UNCERTAINTY IS OK**
- 5. DESCRIPTION THEN PRESCRIPTION**

DECISION FLOW



DO NO HARM



DO NO HARM

7 STEPS TO ETHICAL DECISION-MAKING

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WHAT YOU AND YOUR LEADERSHIP CAN DO IMMEDIATELY

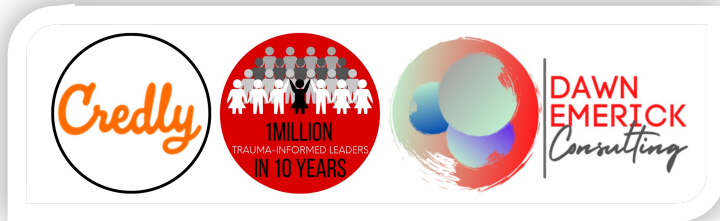
- **Assess Your Own Trauma (& mental health); Examine Your Do No Harm Leadership Style**
- **Assess Your Staff's Sense Of Well-being and Experiences In The Workplace**
- **Address Root Causes Of Stress Responses and Mental Health Challenges**
- **Require Mental Health First Aid and Trauma Informed Leadership+ Workplace Training For All Employees and Governance**
- **Provide Comprehensive and Affordable Mental Health Services**
- **Incorporate Trauma-Informed Principles Into ESG'S and Performance Metrics For Anyone Leading A Team**
- **Create An Emotionally Safe and Anti-stigma Culture Through Culture Ambassadors And Updated Talent Recruitment and Onboarding Policies**

CELEBRATE

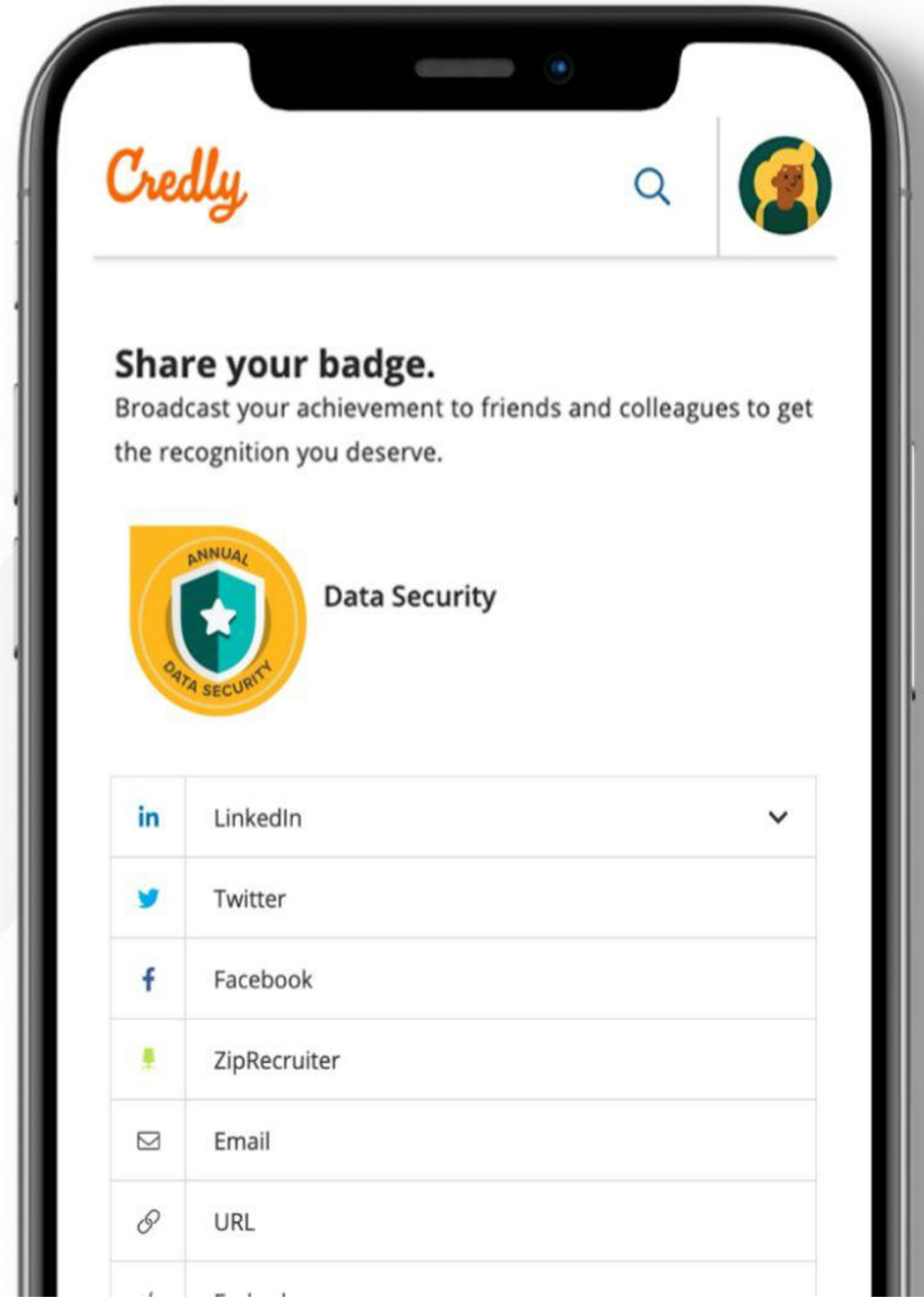
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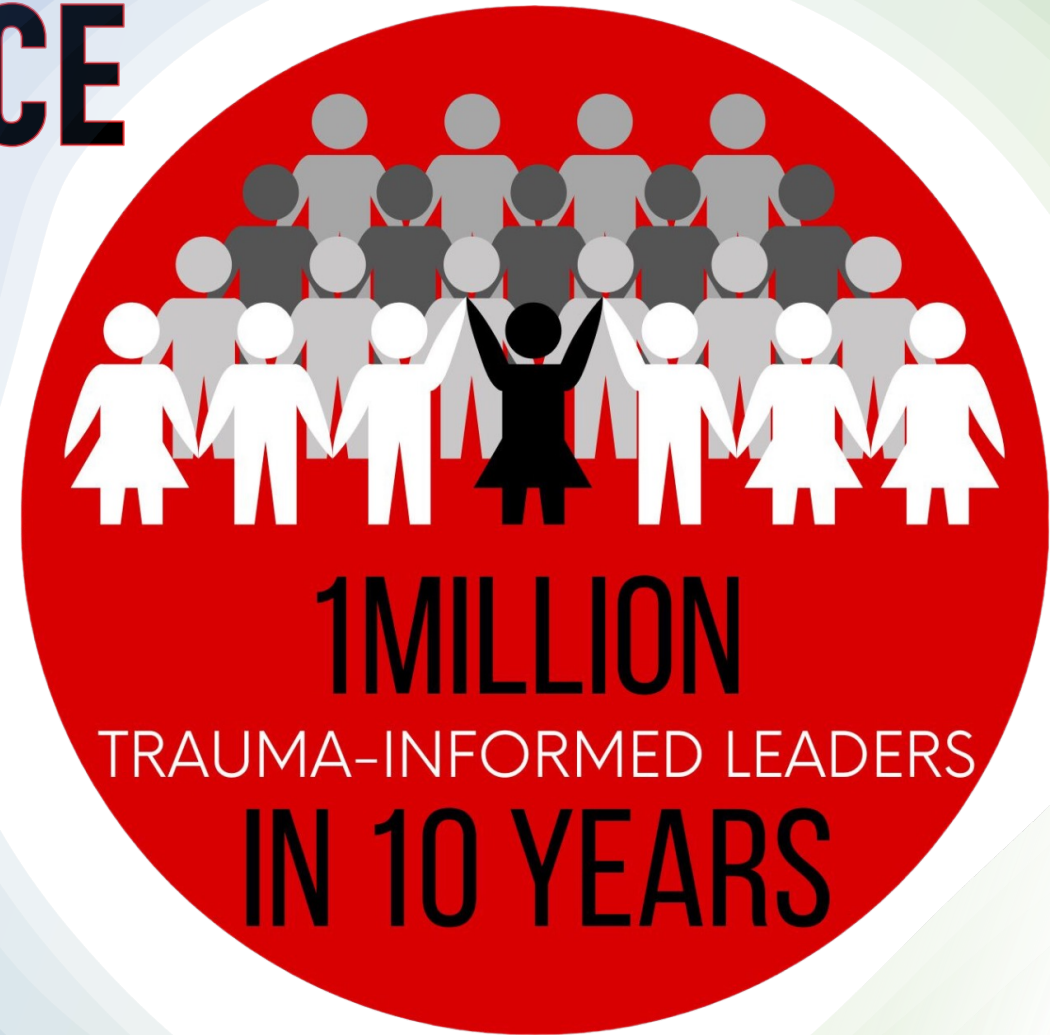
1MILLION
TRAUMA-INFORMED LEADERS
IN 10 YEARS



COMMUNITY OF PRACTICE

TRAUMA-INFORMED LEADERSHIP & WORKPLACE

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