

TIS Principles

The Six Trauma-Informed Supervision Principles

1

Safety: Physical and emotional safety. Clean and comfortable spaces, and comfortability in bringing up concerns.

Actions: _____

2

Trustworthiness: The idea of follow through; consistent supervision, promotion of self-care, measurable goals, and respectful work climate.

Actions: _____

3

Empowerment: Utilization of staff strengths and skills, assistance with work challenges and shared responsibility to respond to oppression and inequity.

Actions: _____

4

Choice & Collaboration: Staff involvement with changes and policies/procedures; staff ideas are valued.

Actions: _____

5

Cultural & Gender Differences: Organization and supervisors recognize the prevalence and impact of trauma, racism, social injustice, and discrimination.

Actions: _____

6

Trauma Values: Supervisors embody characteristics consistent with being trauma-informed (compassionate, flexible, genuine, patient, supportive, available, open, and willing to give benefit of the doubt).

Actions: _____