

Trauma Informed Leadership & Wellness

Dr. Cynthia Guzmán

July 11, 2023



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Disclaimer and Funding Statement

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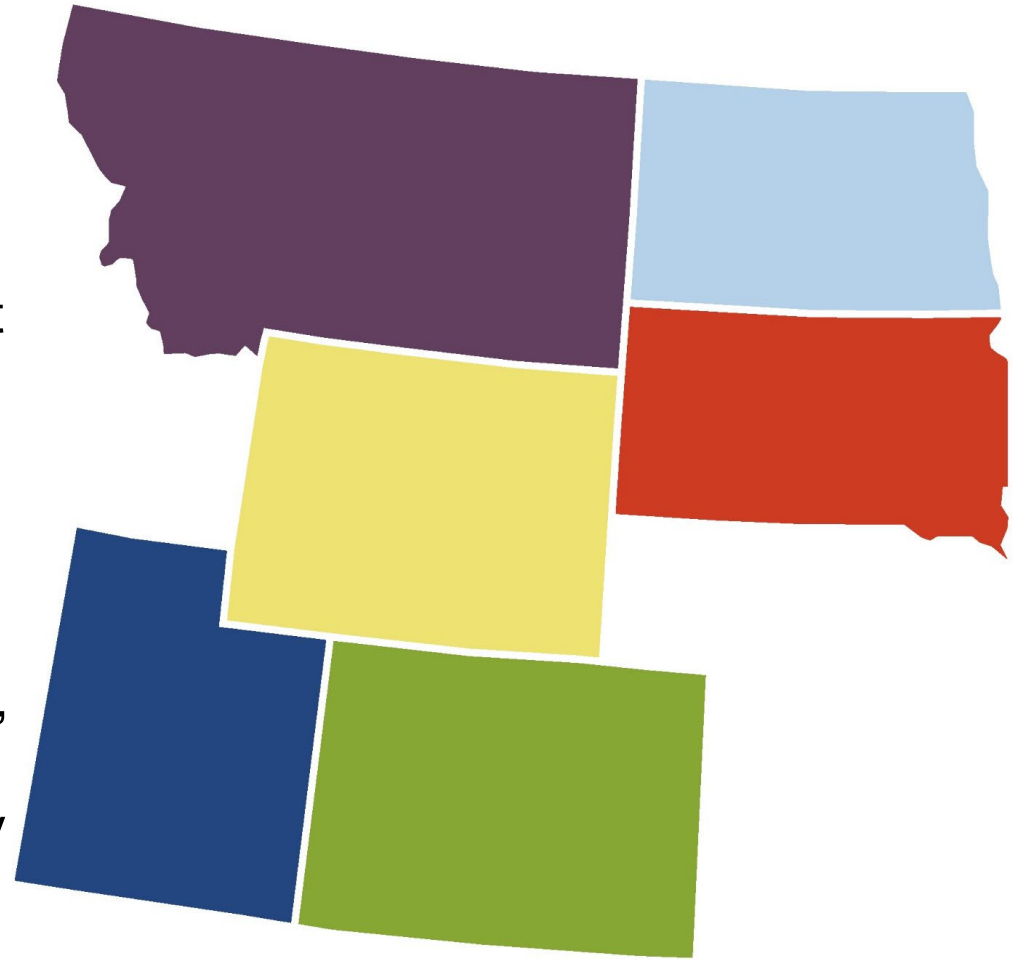
At the time of this presentation, Tom Coderre served as acting SAMHSA Assistant Secretary. The opinions expressed herein are the views of Cynthia Guzmán and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED AND
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

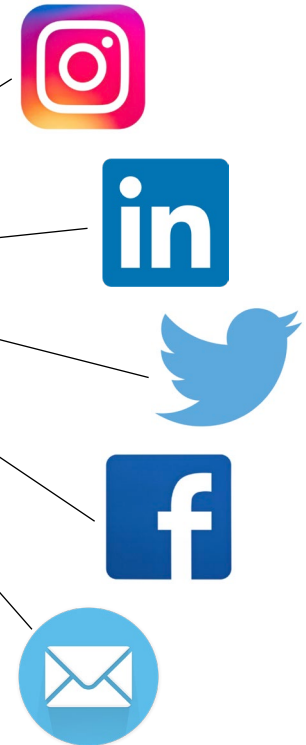
NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Stay Connected

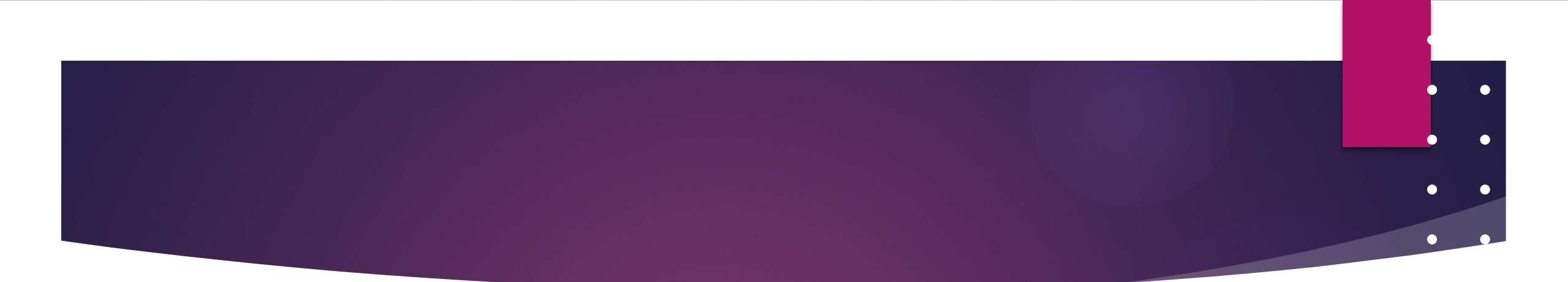
Scan this QR code to follow us on Instagram, LinkedIn, Twitter, and Facebook. You can also join our e-mail newsletter!



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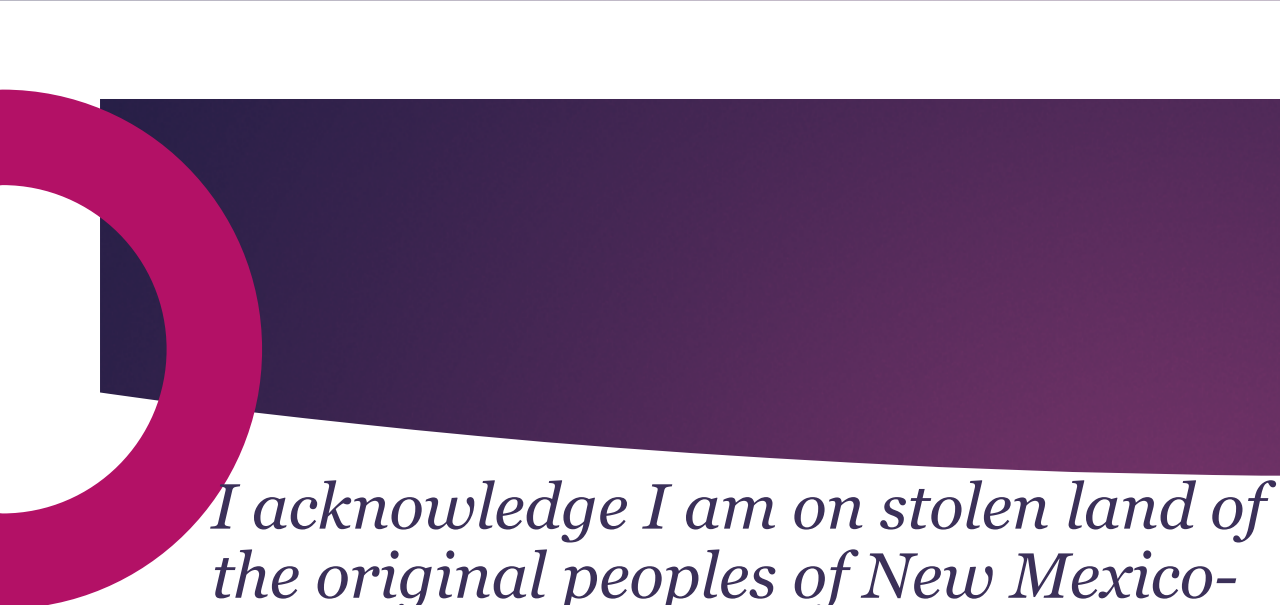
DR. CYNTHIA E. GUZMÁN



- 
- Trained in New Mexico
 - Clinician, Administrator, Grant Writer, Supervisor and Consultant in Native Country for over 15 years
 - Tribal Programs
 - IHS Clinics
 - 638 Clinics
 - Tribal Schools
 - Established the first and only case management program for SMI/SED on a tribal reservation in New Mexico to date.
 - Co-own consulting firm to advance healthcare in tribal communities
 - Formerly sat on the CMS Tribal Technical Advisory Group – Behavioral Health subgroup
 - Most importantly, Godmother and lover of red chile stew, fry bread, and all things feast.

Cynthia E. Guzmán, PhD, MSCP

▶ LICENSED PSYCHOLOGIST & CONSULTANT



I acknowledge I am on stolen land of the original peoples of New Mexico—the Pueblos, Navajo, and Apache. I honor the land itself and those who remain stewards of this land throughout the generations. I acknowledge the inherent wisdom of the indigenous ancestors, elders, communities, and the gifts they have shared with me. Indigenous peoples have persisted despite ongoing colonialism, racism, genocide, and will continue to persist.

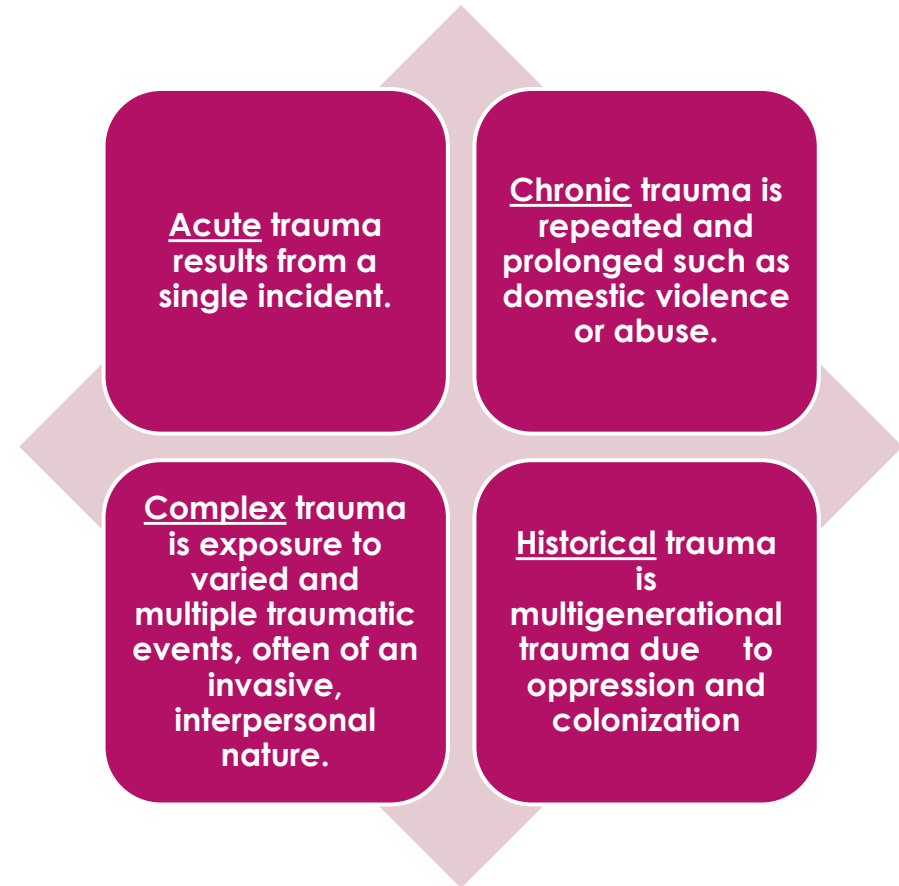
LAND ACKNOWLEDGMENT

AGENDA

- ▶ Introductions
- ▶ Trauma 101
- ▶ Trauma in the Workplace
- ▶ Guiding Principles
- ▶ Compassionate Approaches
- ▶ Closing

How do we define trauma?

- ▶ **Trauma results from exposure to an incident or series of events that are emotionally disturbing or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional, and/or spiritual well-being.**



What does trauma look like at work?

- ▶ Arriving late
- ▶ Tardiness or difficulties with routine tasks
- ▶ Irritability
- ▶ Anger outbursts with other coworkers

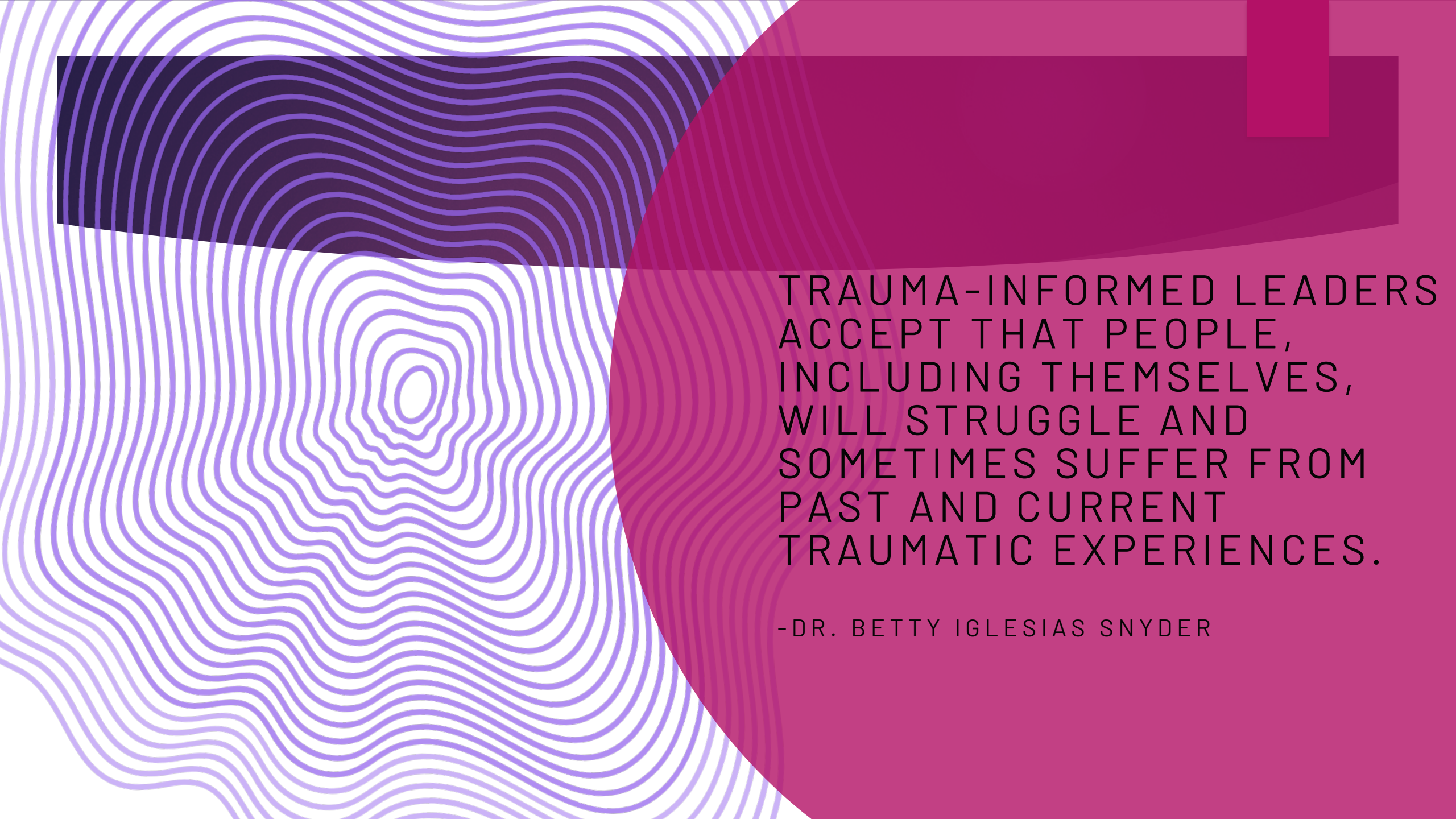
Signs of Burn Out

- Sense of failure and self-doubt.
- Feeling helpless, trapped, and defeated.
- Detachment, feeling alone in the world.
- Loss of motivation. Increasingly cynical and negative outlook.
- Decreased satisfaction and sense of accomplishment.





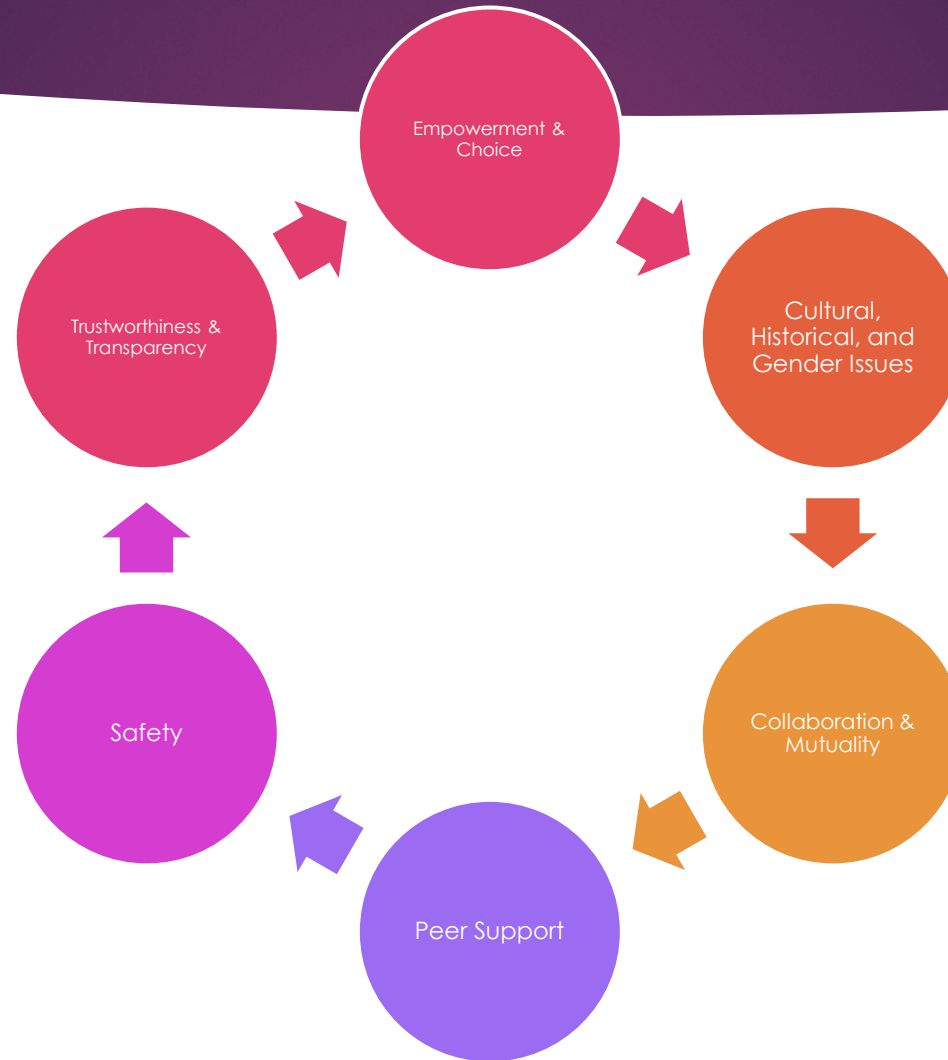
What does a trauma
informed leader look like
to you?

The background features a complex pattern of wavy, concentric lines in shades of purple and pink. A solid black rectangle is positioned in the upper left quadrant. The text is overlaid on the right side of the image, set against a darker pink background.

TRAUMA-INFORMED LEADERS
ACCEPT THAT PEOPLE,
INCLUDING THEMSELVES,
WILL STRUGGLE AND
SOMETIMES SUFFER FROM
PAST AND CURRENT
TRAUMATIC EXPERIENCES.

-DR. BETTY IGLESIAS SNYDER

Six Principles to guide a trauma-informed approach

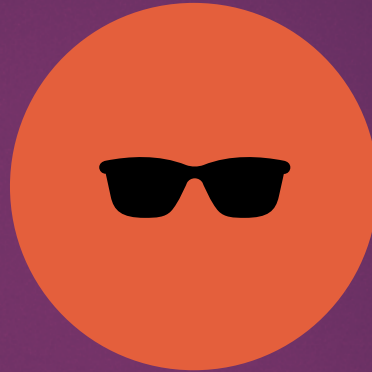


CDC's Office of Public Health Preparedness and Response (OPHPR), in collaboration with SAMHSA's National Center for Trauma-Informed Care (NCTIC)

Trustworthiness & Transparency



REACTIONS TO
BEHAVIORAL CONCERNS



TAKING OFF THE ROSE-
COLORED SUNGLASSES



BEING COGNIZANT OF
DUAL RELATIONSHIPS

Empowerment & Choice



REGULARLY
SCHEDULED
COMMUNICATION



UNIFIED
LEADERSHIP



INCORPORATE
FEEDBACK



RESPECT THE
WORK/HOME
BALANCE

Cultural, Historical & Gender Issues



EDUCATION AND
AWARENESS



OPPORTUNITIES TO LEARN
FROM ONE ANOTHER



Collaboration & Mutuality

Peer Support



INTERPERSONAL
INTERACTIONS



NON-JUDGMENTAL
SPACES



PROFESSIONAL
BEHAVIOR



SELF CARE

Safety



Physical safety



Psychological safety



Recap

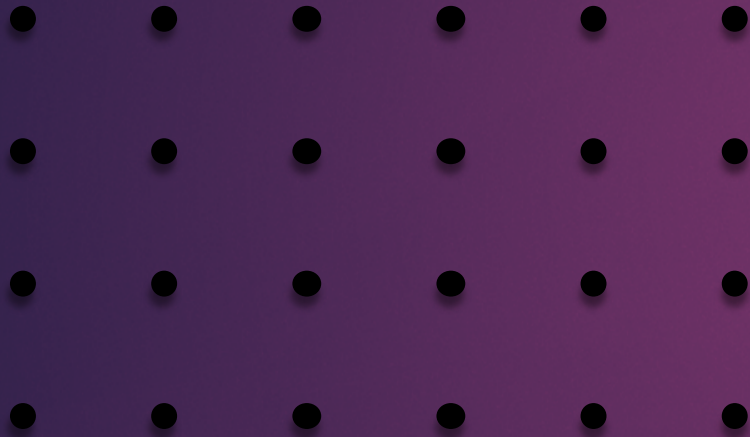
Realize the widespread impact of trauma

Recognize signs and symptoms of trauma

Respond by fully integrating knowledge about trauma into policies, procedures, and practices

Resist re-traumatization

QUESTIONS?
COMMENTS?
FEEDBACK?



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THANK YOU!



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