



TRAUMATIC STRESS INSTITUTE

Post-Traumatic Growth Facilitating Transformation in RC Agencies

The following outline was developed by the Traumatic Stress Institute (TSI) of Klingberg Family Centers as a tool for promoting post-traumatic growth at the individual and organizational level within RC Agencies. A similar outline was used for TSI's 15th Annual RC Day of Learning and Sharing. The outline is intended to be used in part or whole and for a single event or a series of events.

Desired Outcomes

- ❖ Deeper connection amount agency staff
- ❖ Staff acknowledgement of negative experiences and losses
- ❖ Staff empowered to utilize 5 ways of facilitating post-traumatic growth
- ❖ Staff appreciation for some or all of the 5 domains of post-traumatic growth

Resources

- ❖ [PTG PowerPoint Slides for RC Agencies](#)
- ❖ [5 Ways to Facilitate Posttraumatic Growth for RC Treaters and Agencies - Worksheet](#)
- ❖ [5 Domains of Posttraumatic Growth for RC Treaters and Agencies - Worksheet](#)
- ❖ [Link to Post-traumatic Growth Article and Inventory](#)
- ❖ [Link to 10 Post-traumatic Growth \(PTG\) Worksheets & Practices](#)

Welcome and Introductions

- ❖ Create safe space for all voices
- ❖ Establish community agreements
- ❖ Preview the agenda

Post-Traumatic Growth Framing

- ❖ PTG: "Positive psychological change in the wake of struggling with highly challenging life circumstances" (Tedeschi and Calhoun, 2004)
- ❖ PTG (enlightened mental state that comes after one is exposed to trauma) vs.
- ❖ Resilience "...as the ability of people who have experienced a highly life-threatening or traumatic event to maintain relatively stable, healthy levels of psychological and physical functioning" (George Bonanno, 2004)
- ❖ Use PTG framework (see ppt slides) to explore RC treater and agency experience:
 - What negative experiences and losses have you as an RC treater and your RC agency experienced in the recent past?
 - How might we (RC treaters and agencies) facilitate growth from these experiences?
 - What has (or what might) that post-traumatic growth looked like for you as an RC treater and for your RC agency?



Acknowledging our Negative Experiences and Losses

What negative experiences and losses have you as an RC treater and your RC agency experienced in the recent past?

- ❖ Offer a brief centering activity to support safe space for participants
- ❖ Invitation to name, identify and acknowledge the experience and loss without dwelling on the events themselves. (e.g., *Name the experience BUT mostly focus on reactions, feelings, and thoughts that accompanied these recent/current negative experiences and losses*)
- ❖ Create some guard rails for break out groups to avoid re-traumatization. Do no harm
- ❖ Breakout groups of 4-5
 - What negative experiences and losses did you (as an RC treater) and your RC agency experience during this past year?
- ❖ Large group popcorn audio sharing and chat posting
 - Look for examples/themes

Facilitating Post-traumatic Growth

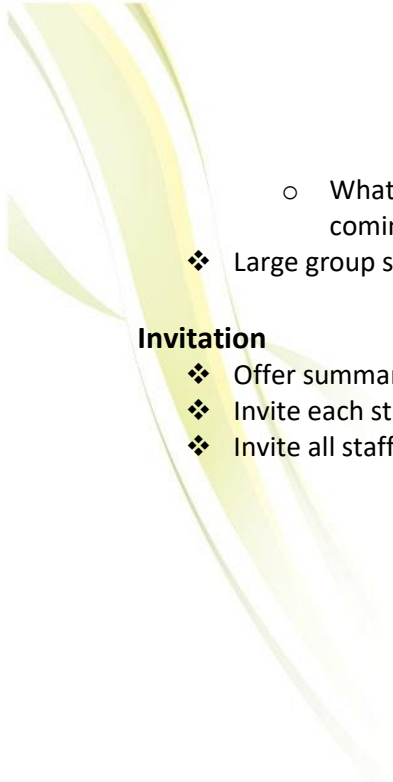
How might individuals and the agency facilitate growth from these negative experiences and losses?

- ❖ Introduce 5 Ways to Facilitate PTG (Education, Emotional Regulation, Disclosure, Narrative Development, and Service)
- ❖ Offer brief summary with example/s for Education, Emotional Regulation, Disclosure, Service and Narrative Development. (See Attached 5 Ways to Facilitate Post-traumatic Growth for RC Treaters and Agencies Worksheet)
- ❖ Offer a deeper dive into Narrative Development using individual reflection, small breakout groups and large group discussion.
- ❖ Narrative Development (ND): Offer an example that models a response to the following prompts. 1) What's the story you've been telling yourself about your experience at work?
2) What's the story your agency has been telling itself about its experience this past year?
3) What's the new story you want to tell yourself about a better future that follows these difficult experiences?
- ❖ Large group popcorn audio sharing and chat posting
 - Look for examples/themes

Domains of Post-traumatic Growth: Greater Appreciation for Life, Closer Relationships, New Possibilities/Opportunities, Personal Strength, Spiritual/Creative Development

What has (or what might) that growth looked like for individuals and the agency?

- ❖ PTG Inventory: See link in resources (consider items #1, 8, 14, 18 and 19 for poll questions)
- ❖ Zoom break out groups (4-5)
 - Participants choose one of the domains of growth to further consider (See 5 Domains of Post-traumatic Growth for RC Treaters and Agencies Worksheet).
 - What domains of growth (if any) have you noticed in yourselves, RC colleagues, and your agency in the past year?

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- What domains of growth would you like to experience in yourself and in your agency in the coming year?
 - ❖ Large group sharing

Invitation

- ❖ Offer summary/reflections on event experience
- ❖ Invite each staff member to set an intention to facilitate growth
- ❖ Invite all staff to be part of agency growth through adversity