WHAT YOU NEED TO KNOW: This resource is a combination of two items related to trauma informed supervision. The first section has strategies for "tuning" in as a supervisor and the following section has questions you can use to assess how trauma informed the supervision is. This is not an exhaustive list but it can be helpful in doing a personal assessment. (TIO, 2013)

Attunement and Self-Assessment in Supervision

Attunement

Strategies to help you attune in supervision?

- Make sure the space is private.

- Close the door.

- Turn off your phone.

- Turn your computer screen off.

- Put your cell phone away.

- Don't cancel meetings at the last minute.

- Don't cancel meetings often.

- Be predictable.

- Don't share other staff's stories or struggles without permission AND without stating you have permission to share.

- Be present and ready for your check-in.

- Don't always meet in your space.

- Ask for feedback.

Self-Assessment

- Staff get regular supervision.
- Staff get consistent supervision.
    - o Time/frequency
    - o Agenda/topics
- Staff are aware of safety protocols.
- Staff have been asked if they have any safety concerns.

- Staff and supervisor are assigned tasks at each meeting.

- Staff have some responsibility for setting the agenda.

- Staff feel like they have choices in how they work.

- Staff receive an explanation when a request cannot be fulfilled.

- Staff have a supervision contract that reflects their needs.

- Staff have regular and safe ways to provide feedback about supervision.

- Staff can report examples of how they feel valued and appreciated.

- Plans exist for vicarious trauma prevention and intervention.

- Staff report that you are attune and engaged in supervision.

1. **What are you already doing that is trauma informed regarding your supervision?**

2. **What would you like to try or what area would you like to work on? Can you articulate a goal related to trauma informed care?**