



FROM BURNOUT TO BALANCE

CREATING TRAUMA-INFORMED ENVIRONMENTS
THAT SUPPORT PROVIDERS

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LEARNING OUTCOMES

Describe the relationship between environmental design, trauma-informed care, and provider well-being.

Identify practical, low-cost strategies to foster safety, trust, and collaboration in integrated care environments.

Apply trauma-informed and organizational self-care frameworks to enhance the functioning of multidisciplinary teams.

Develop action steps to embed wellness practices and environmental awareness into their agency or program.

A G E N D A

Today We Will Explore...

- Why environments impact safety and regulation
- Neuroception and trauma-informed design
- Burnout and provider well-being
- Practical low-cost environmental strategies
- Interactive trauma-informed design activity
- Action planning and discussion

Why Environments Matter....

Spaces communicate
before we do.



NEUROCEPTION



The body's ability to detect safety or threat without conscious thought.

This often happens within milliseconds before we are consciously aware of the situation.

Think About.....

A space where you
felt uncomfortable
and unsafe.

What made you
feel that way?





Think About.....

A space where you
immediately felt calm,
safe, and welcomed.

What made it
feel that way?



TRAUMA-INFORMED DESIGN FRAMEWORK

Lived Experience

**Environmental
Context**

Cultural Context



UNSAFE

- Fluorescent lighting
- Clutter
- Crowded Seating
- Harsh Colors
- Institutional Feel

SAFE

- Natural Lighting
- Soft Textures
- Calming Colors
- Plants
- Privacy
- Warmth



BURNOUT IS NOT JUST INDIVIDUAL & IT IS NOT JUST EXHAUSTION

Emotional Exhaustion of a space

Compassion Fatigue

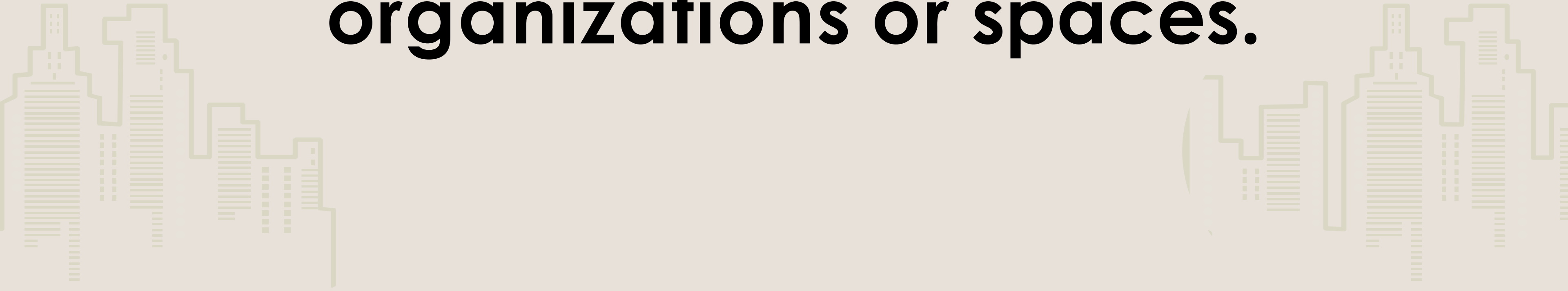
Organizational Stress

Poor Service Delivery

High Employee Turnover



**Individuals cannot be expected to
maintain wellness in unhealthy
organizations or spaces.**



11 FACTORS OF TRAUMA-INFORMED DESIGN

**Reduce or remove known
adverse stimuli.**

**Reduce or Remove
Environmental Stressors**

**Provide a supportive,
multi-sensory environment.**

**Provide an opportunity to
individuals to demonstrate self-
reliance.**

**Provide and promote
connectivity to the natural
world.**

**Reinforce the individual's sense
of personal identity.**

**Separate the individual from
others who may be in distress.**

11 FACTORS OF TRAUMA-INFORMED DESIGN

Promote the opportunity for choice while balancing program needs, safety, and comfort.

Provide collaborative spaces that are flexible and adaptable.

Provide opportunities for community connection.

Reinforce the individual's sense of personal identity.

Provide an opportunity to individuals to demonstrate self-reliance.

Promote the opportunity for choice while balancing program needs, safety, and comfort.

Think About.....
**What are some low-cost
strategies to create a
trauma-informed space?**



Sensory Regulation

- Lamps
- Sound Machines
- Softer Colors
- Grounding Objects



Staff Wellness

- Decompression Corners
- Hydration Stations
- Calming Break Spaces
- Walking Meetings
- Soft Seating









Emotional Safety

- Privacy
- Welcoming Signage
- Collaborative Seating
- Culturally Responsive Decor



IN THIS OFFICE

WE DO TEAMWORK

WE COMMUNICATE & LISTEN

We do Friendship

We do RESPECT

We do FRIENDSHIP

PUNCTUAL

We do COFFEE

and laughter
& CAKE

WE DO Motivation

WE DO GREAT THINGS

WE ARE A TEAM



Connection

- Peer Support
- Therapy Animals
- Reflective Supervision
- Shared Wellness Rituals



HERE'S TO THE CRAZY ONES.

THE MISFITS. THE REBELS. THE TROUBLEMAKERS.

THE ROUND PEGS IN THE SQUARE HOLES.

THE ONES WHO SEE THINGS DIFFERENTLY.

THEY'RE NOT FOND OF RULES. AND THEY HAVE NO RESPECT FOR THE STATUS QUO.

YOU CAN QUOTE THEM, DISAGREE WITH THEM, GLORIFY OR VILIFY THEM.

ABOUT THE ONLY THING YOU CAN'T DO IS IGNORE THEM.

BECAUSE THEY CHANGE THINGS.

THEY PUSH THE HUMAN RACE FORWARD.

AND WHILE SOME MAY SEE THEM

AS THE CRAZY ONES, WE SEE GENIUS.

BECAUSE THE PEOPLE WHO ARE CRAZY ENOUGH

TO THINK THEY CAN CHANGE THE WORLD, ARE THE ONES WHO DO.



dare to believe,
the whispers in your ears,
that you are special,
that you are meaningful,
that one day,
you will change the world.

**REFUSE TO
SETTLE FOR
ANYTHING
LESS THAN
BUTTERFLIES**



Design

a Trauma-Informed Space

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