Trauma Informed Supervisory Approach

- **Important to make time to debrief traumatic events**

- Have the supervisee share the story

- Ask the supervisee to talk about what continues to resonate for them as they talk about the experience?

- Have the supervisee talk about why they think this particular aspect of the experience continues to resonate for them.

- **Help them make meaning out of the experience – the outcome of the experience doesn't define the meaning-**
  "What have you learned from this tragedy?"
  "While I understand you want to try and make sense out of this tragedy, it may be more reasonable for you to take what you have learned and consider how you will use this to help you deal with similar experiences." This is one way to honor the tragedy.

- **Reframe the cognitive experience and help them consider any unrealistic expectations-**
  "What would you have like to do differently?"
  "How would you have done that?"
  "How do you think the client would have responded?"
  "How do you feel this experience might benefit you professionally?"
  "Despite the tragedy of the experience, can you consider how this might make you more capable of dealing with similar experiences in the future?"

- **Normalize reactions/validate feelings-**
  "What you are feeling is very common."
  "I think what you are feeling is what anyone would feel after witnessing this situation/hearing about this situation."

- **Rekindle hope-**
  "What will you do differently next time?"
  "How can you use this to propel you forward with what you have learned from this experience?"

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