

# TIPT

Trauma Informed Practice Training

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## DID YOU KNOW....

- The median time lost for mental health conditions is four times greater than that of physical injury and costs nearly three times more (Safe Work Australia)
- Managers spend 37% of their time dealing with dysfunctional and unproductive behaviours
- 91% of employees spend a large portion of their day frustrated by their co-workers dysfunctional behaviour and regularly think about quitting their jobs (Roxanne Emmerich, 2014 )
- High-performing teams traded a ratio of 5-to-1 positive-to-negative communication signals. Once that ratio drops below 3-to-1, so does team performance. (Losoda, 2009)
- 25% of Australians have a mental health condition

This approach teaches people to be reflective, to understand that there are many underlying reasons for people's behaviour and that



## EMOTIONALLY INTELLIGENT LEADERSHIP

### EMOTIONALLY INTELLIGENT LEADERSHIP with LEGO® Serious Play® (For those working in leadership, management and human resources)

This course equips participants with the skills and confidence they need for fostering positive psychosocial safety within their team. This course teaches you how to lead with empathy and provide a consistent approach to prioritising mental health within a team or organisation increasing overall productivity. At the end of the course you will have practical strategies to:

- Create psychological safety within a team
- Build trust and respectful communication within a team
- Demonstrate and facilitate open and respectful communication
- Empower staff through positive reinforcement
- Identify stress indicators in themselves and others
- Understanding personal reactions to stress and trauma
- How to self-regulate and model emotional and stress regulation
- How to model positive mental health strategies
- Apply the five principles of trauma informed practice – safety, trust, collaboration, choice and empowerment
- Respond to effects of stress and trauma on employees through curiosity over judgement
- Crisis Communication and Crisis Response
- Apply principles of active listening, validation, safety and apply mental first aid

**DURATION: One day**



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### DID YOU KNOW....

Research indicates that domestic and sexual violence advocates, therapists, nurses, physicians, social workers, law enforcement professionals, prosecutors and judges—astounding number of people in the “helping” professions are being affected by vicarious trauma, compassion fatigue, secondary trauma, and burnout daily.

Between 40% and 85% of “helping professionals” develop vicarious trauma, compassion fatigue and/or high rates of traumatic symptoms, according to compassion fatigue expert Francoise Mathieu (2012).

We lose dedicated, passionate, qualified, and educated employees to vicarious and secondary trauma every day, because we do not provide them with tools to address and prevent this very serious condition.



## MANAGING VICARIOUS TRAUMA AND BURNOUT—with LEGO® Serious Play®

This course equips employees with the skills to recognise signs of stress, burnout and vicarious trauma and how to best support their mental health. Best of all, it uses LEGO® Serious Play® to really get your team talking and having fun. At the end of this course, participants will be able to:

- Identify personal stressors and triggers.
- Understand the mental health continuum
- Spot signs of burn out, compassion fatigue or vicarious trauma
- Causes of Vicarious Trauma and ‘The Ripple Effect.’
- Create a personal Self Care Wheel
- Learn how to “emotionally drain off” at the end of the day
- Practicing Acceptance, Awareness, Kindness
- Mindfulness Activities
- Reframing negative self-talk and dealing with our internal critics
- Adopt Growth Mindset
- Name and Tame
- Seek appropriate support
- Create an individual wellbeing plan

### DURATION: ONE DAY

### COMPRESSED COURSE VERSION

- Identify personal stressors and triggers.
- Understand the mental health continuum
- Spot signs of burn out, compassion fatigue or vicarious trauma
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- Create a personal Self Care Wheel
- Learn how to “emotionally drain off”
- Seek appropriate support
- Mindfulness Activities

### DURATION: HALF DAY



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## DO YOU DO BESPOKE TRAINING COURSES?

Please contact us to discuss your specific training requests relating to trauma informed practice.

## TRAUMA INFORMED SEXUAL HARASSMENT/ASSAULT RESPONSE AND REPORTING PATHWAYS (Leaders & Managers)

This course equips leaders and supervisors the skills, confidence and knowledge to recognise different types of sexual harassment, identify which groups are most at risk, proactively demonstrate respectful behaviours and encourage bystander reporting.

Course participants will learn how sexual harassment can trigger stress and trauma responses, how to respond to sexual harassment reports in a trauma informed way, how to apply mental health first aid to survivors and how to recommend supports which are available.

Participants will learn how to create an Immediate Response Plan, which reporting pathways are available for survivors and how to interview in survivors without traumatizing them.

At the end of the course, participants will be able to:

- Define Sexual Harassment/Assault, Identify who is most at risk,
- Encouraging respectful behaviours and bystander reporting
- Understand Stress and Trauma Response to sexual harassment and sexual assault.
- Respond to effects of trauma on employees through curiosity over judgement
- Crisis Communication and Crisis Response
- The Principles of Trauma Informed Care
- Provide Trauma Informed Response including active listening, validation, safety, apply mental first aid
- Develop Immediate Response Plan
- Provide clear choices and reporting pathways

**DURATION: 1 day**

## RECOGNISING AND RESPONDING TO PTSD

Post-traumatic stress disorder (PTSD) is a mental health condition that's triggered by a terrifying event — either experiencing it or witnessing it. Symptoms may include flashbacks, nightmares and severe anxiety, as well as uncontrollable thoughts about the event. If PTSD is untreated, it can lead to severe and long term mental health conditions including depression, anxiety, substance misuse, even suicide.

This training course provides critical insight into PTSD signs and symptoms, how to apply mental health first aid and encourage professional and workplace supports.

- Define trauma
- Understand PTSD (Post Traumatic Stress Disorder)
- Recognise signs and symptoms
- Understand the importance of triggers
- Provide crisis support and communication
- Apply mental health first aid
- Provide workplace supports

**Duration: Half day**



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## WHY SHOULD I CARE ABOUT TRAUMA INFORMED PRACTICE?

Trauma Informed Practice is all about creating a psychologically and physically safe environment for your employees. This improves employee retention, productivity and performance, wellbeing, leadership effectiveness and reduces workplace conflict.

- 1 in 5 Australians will experience a mental health problem in any given year
- 1 in 5 women have experienced sexual violence since the age of 15
- 30% of young people have experienced complex trauma



## MENTAL HEALTH FIRST AID (Online and Face to Face)

This course equips adults with the knowledge, skills, and confidence to recognise, understand and respond to a friend, family member, co-worker, or another adult, experiencing a mental health problem or mental health crisis.

Adults will learn the signs and symptoms of common mental health problems, how to recognise and respond to an emerging or worsening mental health problem and the treatments and supports available.

Participants will gain the confidence to approach, converse with and support someone they are concerned about following a practical, evidence-based action plan.

Upon completion of this course participants will be able to:

- Recognise the signs and symptoms of mental health problems in adults
- Use an evidence-based action plan to initiate a mental health first aid conversation
- Know the barriers to help-seeking and how to overcome these
- Assess for a range of crisis situations and provide initial support
- Understand the prevalence and impact of mental illnesses, risk factors and treatments and supports available

- Apply self-care practices as a Mental Health First Aider

- Includes MHFA manual

**DURATION: 2 days face to face , Online 1 day course study, 1 day workshop**

## TRAUMA INFORMED SEXUAL HARASSMENT/ASSAULT IDENTIFICATION AND RESPONSE (ALL EMPLOYEES)

This course equips employees with the skills, confidence and knowledge to recognise different types of sexual harassment, identify which groups are most at risk, proactively demonstrate respectful behaviours and encourage bystander reporting.

Course participants will learn how sexual harassment can trigger stress and trauma responses, how to respond to sexual harassment reports in a trauma informed way, how to apply mental health first aid and what supports are available.

Participants will also learn how to provide trauma informed care and mental health support until professional support can be enlisted.

Upon completion of the course, participants will be able to:

- Define Sexual Harassment/Assault, Identify who is most at risk,
- Encouraging respectful behaviours and bystander reporting
- Understand Stress and Trauma Response to sexual harassment and sexual assault.
- Provide Trauma Informed Response including active listening, validation, safety.
- Provide Trauma Informed Care to colleagues including reporting options and mental health first aid.

**DURATION: Half day**





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## STILL HAVE QUESTIONS?

Book a complementary clarity session and find out how we can help your organisation.

## UNDERSTANDING COMPLEX TRAUMA (For those working with children, adolescents, young adults, apprentices)

This course equips participants with the knowledge of risk factors of complex trauma and how the brain and body responds to trauma.

Participants will gain the confidence to recognise stress and trauma responses in young people and adults, how behaviour changes as a result and how relationships and belief systems are formed when there is exposure to complex trauma.

This course is designed to teach trauma informed practice, crisis communication and de-escalation strategies which improve communication with clients and employees who may have been exposed to complex trauma.

At the completion of this course, participants will be able to:

- Understand the difference between Eustress and Distress
  - Understand stress responses and the effects on brain and body
  - Identify different types of traumas.
  - Understand different attachment styles and how this affects relationships.
  - Understand how trauma affects brain and emotional development.
  - Understand how trauma affects memory
  - Neuroplasticity and changing futures
  - Identify and practice Crisis Prevention and De-escalation Strategies
  - Building trust
- Providing trauma informed care

**Duration: Half day**

## LEGO® SERIOUS PLAY® WORKSHOPS (Custom Designed for specific purpose)

- Understand and Build Psychological Safety
- Team Building
- Strategic Planning
- Workshop Facilitation
- Develop Human Centred Organisation approaches



**Duration:  
Custom Created**



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### DAY RATE

\$2500—Standard

\$1950—NFP

### HALF DAY RATE

\$1500—Standard

\$1250—NFP

## CALL THEM IN—RESPONDING TO BULLYING AND IMPROVING CULTURE WITH THE FISH PHILOSOPHY with LEGO® Serious Play®(For all employees and managers)

This course teaches participants to identify and respond to negative behaviour in the workplace, foster respectful interactions, resolve conflict in a trauma informed way, and improve overall working relationships and culture within their organisation.

At the completion of this course, participants will be able to:

- Identify bullying tactics and its effect on people.
- How to respond to an unfair conversation and change it to a fair conversation.
- Manner over Matter—Addressing the way we speak to each other.
- Trauma Informed Conflict Resolution using the ACT Matrix.
- Implement the FISH Philosophy in the workplace.
- Be There—Make their Day—Play— Choose Your Attitude

**Duration: One day**

## MANAGING PSYCHOSOCIAL RISKS with LEGO® SERIOUS PLAY® (For all employees, HR practitioners, managers, leaders)

- Define Psychosocial Hazards
- Identify the difference between psychosocial and psychological safety
- Outline Legal Responsibilities under WHS legislation
- Building Psychological Safety
- Identifying Psychosocial Hazards in the workplace
- Create a Psychosocial Risk Matrix
- Practical Strategies to manage Psychosocial Risks for employees
- Practical Steps for having open and supportive mental health conversations

**Duration: One Day**

