

# Physical Symptoms

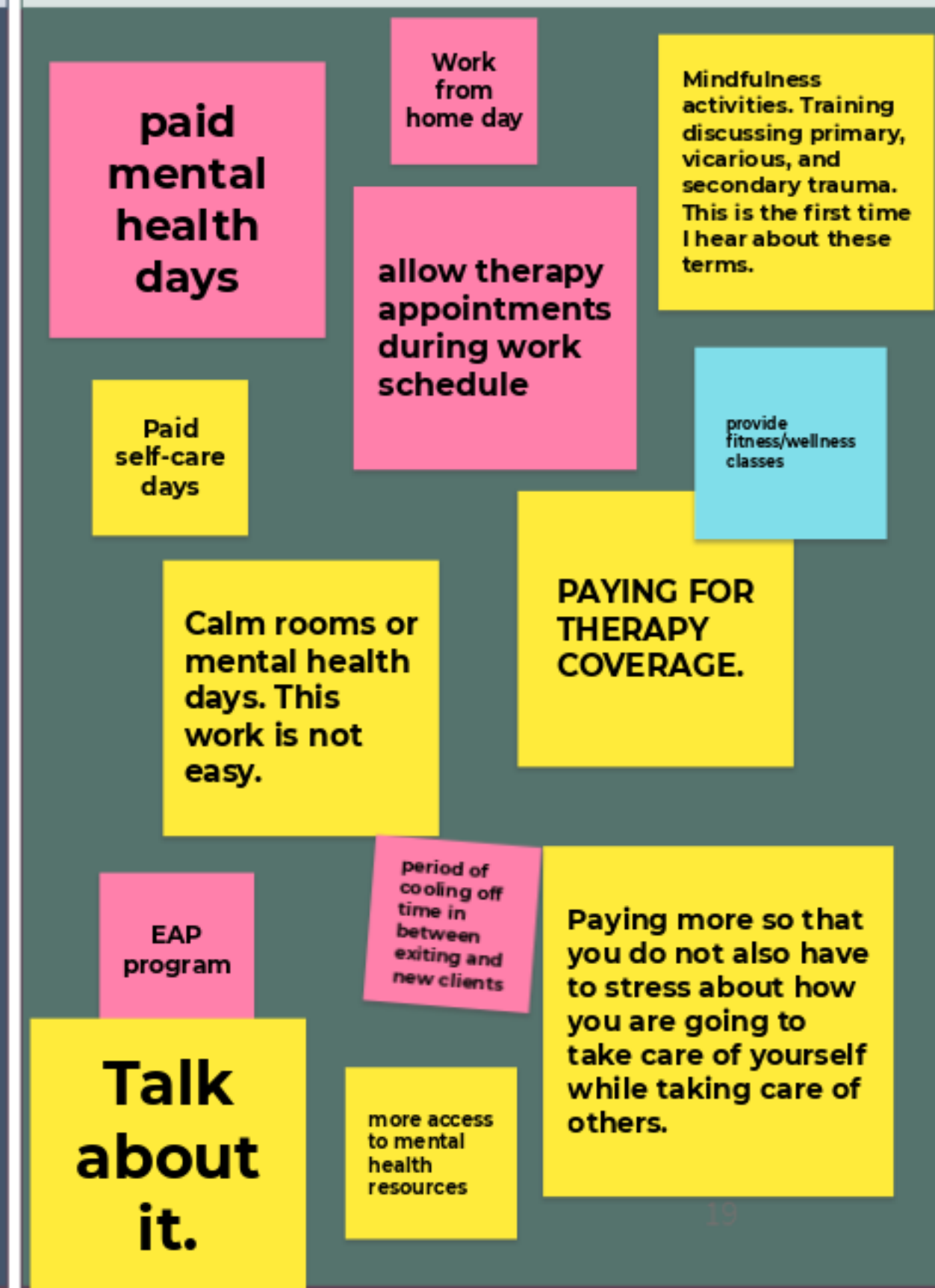
**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?



**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?



**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?



# Behavioral Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

Codependency with substances

Not engaging in art activities that once enjoyed

not interested in things you once loved

Not wanting to socialize after work

participated in more risky behavior, not life threatening.

Withdrawal

change in normal habits

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

deciding to do things by myself.

Listen to others share their experiences

Self-care, get a massage

Physical activity: Going to the gym or walking my dog

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

listening to staff.

listen to staff and discuss it

# Professional Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

Procrastination/  
easily distracted

disengaged or  
hard to focus  
on tasks

feeling  
exhausted

easily  
distracted,  
hard to regain  
my focus

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

Use timers to  
stay on task  
and take a  
break after.

Calming  
center.

Meditating  
and practicing  
mindfulness

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

Provide break areas  
that are away from  
clients and work  
assignments so that  
staff can  
decompress  
completely as  
needed.

Weekly  
Check-ins  
with staff  
asking how  
they're doing

Provide  
meditation  
meetings

zen garden at  
work site to  
take breaks

# Cognitive Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

**Mental fog/easily distracted**

**loss of concentration**

**brain fog**

**Dissociation mid conversation**

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

**acknowledge the stress. take a 15 minute break**

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

**providing a meditating room**

# Spiritual / Worldview Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

Feeling a lack of purpose/  
insignificant

Questioning if relationships are ever worth it / could ever be safe

Developed lack of hope in humanity

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

vacation!!!!

meditation.

More time in church/  
strengthening own spirituality

grounding exercises

meditation

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

# Emotional Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

**Becoming  
reactionary vs.  
responding**

**not  
responding,  
just letting  
anger build.**

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

**Listen to a favorite  
playlist, go for a walk,  
take some space to  
bring self  
awareness/grounding**

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

**Free  
Mental  
Health  
Services**

# Interpersonal Symptoms

**Internalized Level:** How have you seen this type of vicarious or secondary trauma symptom show up in yourself or others?

**lashing out at my family**

**too tired to be with family and loved ones**

**Internalized / Interpersonal Level:** How do you re-center yourself or support others who are demonstrating these symptoms?

**hang out with them tired**

**Institutional Level:** How does or could your org promote policies & procedures that support staff & clients when they experience these symptoms?

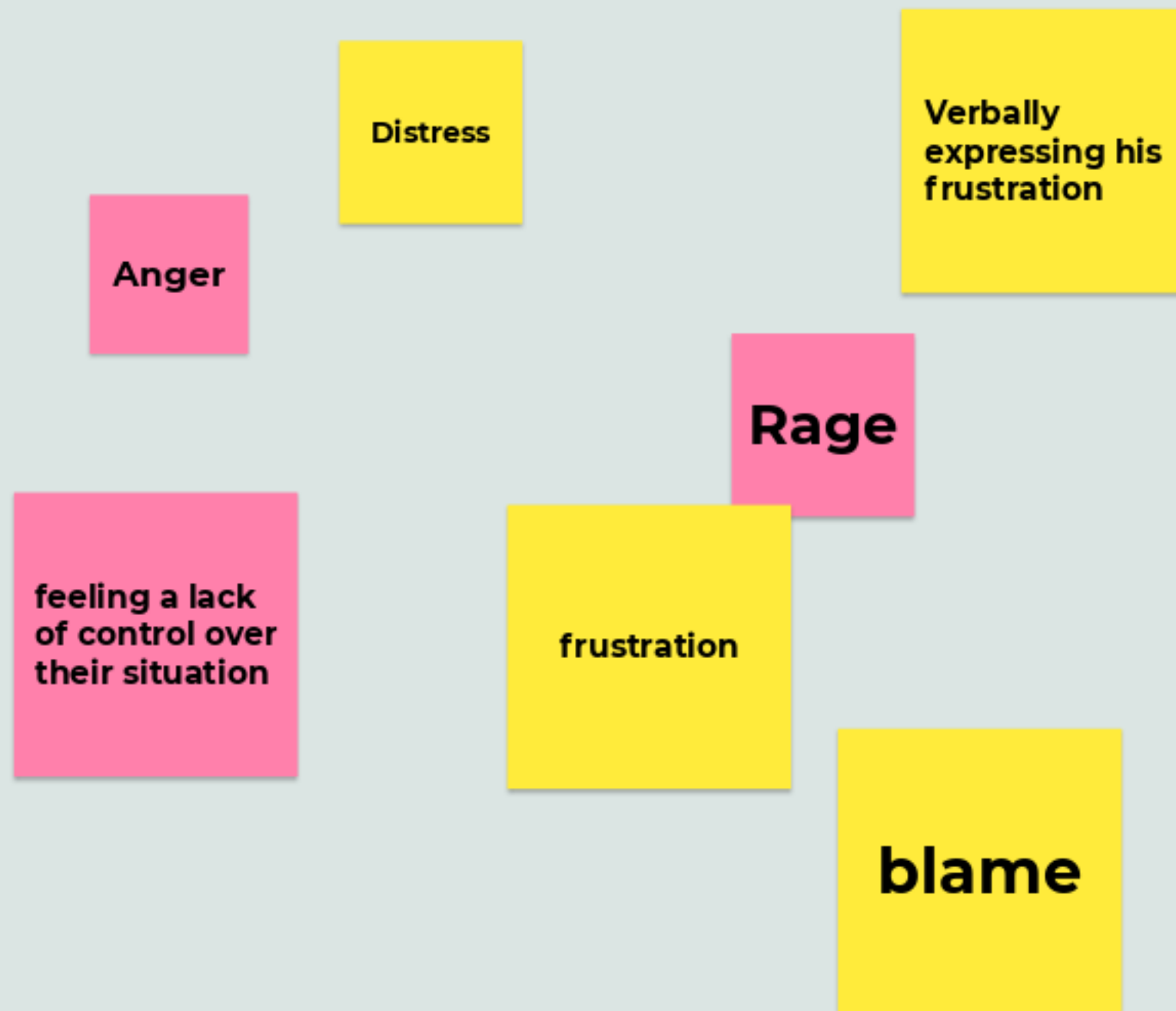
**group exercises**





# Scenario (Jesse)

What are some trauma symptoms that Jesse is displaying?



What are some of Jesse's strengths? In what ways is Jesse being resilient?



# Scenario (Jesse)

How do you see secondary or vicarious trauma coming through for the staff person in this interaction?

**stress**

no  
de-escalation

**high  
activation**

How might secondary or vicarious trauma show up now or later on for other staff and clients who witness or hear about this interaction?

**fearful of  
going to  
work**

anxious about  
future  
interactions  
with this  
person

**Shutting  
down:  
Checking  
out.**

**hopelessness**

# Scenario (Jesse)

What could the staff person have done differently on the **interpersonal level**?

Taken Jesse to the side to speak with him, away from others.

Talk to Jesse in a private/confidential space.

Bring in a manager for support and help de-escalate the situation.

express empathy for their struggles

provide alternative solutions

What organizational practices or program policies that could be in place to better support a trauma-informed in preventing or responding to this scenario (**institutional level**)?

Ensuring that one washer/dryer unit remains "open"- unable to sign up for, so that someone can use it in emergency.

Proper training: (Case scenarios)

Trauma informed trainings

Alternative times for laundry

appoint designated staff to handle future conflicts



















