



HEALTH CARE
AUTHORITY



TRAUMA-INFORMED CONSIDERATIONS IN POSITIVE BEHAVIOR SUPPORTS ASSESSMENT AND PLANNING

JASON BUCKLES, PHD, LPCC- CONSULTANT – BUREAU OF BEHAVIOR SUPPORTS
505-615-2223 TALKABOUTINCE@GMAIL.COM

INVESTING FOR TOMORROW, DELIVERING TODAY.

TRAUMA-INFORMED CONSIDERATIONS IN POSITIVE SUPPORTS ASSESSMENT AND PLANNING

POWERPOINT DISCLAIMER:

PowerPoint slides are updated more frequently than corresponding videos. The content is consistent, but it is not always perfectly aligned.



MISSION

We ensure New Mexicans attain their highest level of health by providing whole-person, cost-effective, accessible, and high-quality health care and safety-net services.



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VISION

Every New Mexican has access to affordable health care coverage through a coordinated and seamless health care system.

GOALS



LEVERAGE purchasing power and partnerships to create innovative policies and models of comprehensive health care coverage that improve the health and well-being of New Mexicans and the workforce.



BUILD the best team in state government by supporting employees' continuous growth and wellness.



ACHIEVE health equity by addressing poverty, discrimination, and lack of resources, building a New Mexico where everyone thrives.



IMPLEMENT innovative technology and data-driven decision-making to provide unparalleled, convenient access to services and information.

FOUNDATIONS OF TRAUMA-INFORMED PRACTICE

The core principles of trauma-informed practice can be applied regardless of a person's known/unknown history of experiencing discrete or multiple trauma(s).

It is not always necessary or relevant to divulge/discuss the specifics of what trauma(s) a person has experienced.



FOUNDATIONS OF TRAUMA-INFORMED PRACTICE

Help people build lives of confidence and belonging.



CORE PRINCIPLE: SAFETY

- Are there any basic safety concerns in the person's home, work, or social environments?

- Hygiene and self-care
 - Often overlooked

- What level of physical contact/personal space seems to be preferred?

- Might counseling/pre-counseling be indicated?
 - Pre-counseling: relationship building, stress management



CORE PRINCIPLE: SAFETY

- Physical
 - Do others respect my body?
 - Do others ask permission to touch me? – hygiene and self-care...
- Psychological
 - Do others respect my privacy?
- Social
 - bullying
- Spiritual
 - Has anyone asked?
 - Will my beliefs be respected even if they are different from yours?



CORE PRINCIPLE: TRUSTWORTHINESS AND TRANSPARENCY

- How might the person's history impact level of trust in others?
 - Will I be safe?
 - Will I be treated well?
 - Will you leave me?
 - Will you do what you say/follow through?
 - Will you listen to me?
 - Even when I cannot speak or do not know what I want or how to say it?



CORE PRINCIPLE: PEER SUPPORT AND RELATIONSHIPS

- How has the person been included or marginalized?
 - In their social world?
 - In their family?
 - In their work?
- Does the person have at least one person whom they trust and can communicate with privately?
- Is the person part of any social/peer group?
 - If the paychecks went away, would anyone still be around?



CORE PRINCIPLE: COLLABORATION AND MUTUALITY

- Does the person feel like they are part of their own team?
- How Can we improve the ways we include the person in supports planning?
- Do you think the person has been included as much as possible in the process of assessment and planning?
 - If yes, how might we expand further?
 - If no, what may be the first steps to improvement?



CORE PRINCIPLE: EMPOWERMENT, VOICE, AND CHOICE

- Is the person's 'voice' present:
 - in team meetings?
 - In their household?
 - In other environments?

- What is the response when the person says 'no'?
 - Do we listen and adjust or coerce?



CORE PRINCIPLE: EMPOWERMENT, VOICE, AND CHOICE

- How can the person experience more power
 - In their daily life?
 - In the process of supports planning?
- What are the missed opportunities for choice-making?



CORE PRINCIPLE: CULTURAL, HISTORICAL, AND/OR GENDER CONSIDERATIONS

- Are there any unaddressed factors related to:
 - Culture
 - History
 - Gender

The intersection of trauma with other aspects of marginalization may more easily lead to re-traumatization and disempowerment.



INTEGRATION INTO THE PBSA/PBSP

- Not every core principle may apply to each individual you support
 - Address the items that are relevant.

- In the PBSP - Ask yourself:
 - Does this intervention/tactic/approach take us closer to or farther from a life of confidence and belonging?
 - What is/are the possible long-term effects of what I'm asking of the person, the staff, the family?
 - Am I primarily focusing on skill development?
 - Both for the individual *and* staff/family
 - E.g., communication, self-management, independence, identity, meaning, purpose



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