

# Trauma

## Understanding & Managing Work Trauma

*Trauma that has negatively impacted on the ability to perform at previous levels.*

### **Work Impacting / Related Trauma®**

is trauma experienced by an individual either in the workplace or outside the workplace that is negatively impacting on the individual's ability to perform work related tasks at previously existing levels of effectiveness and efficiency to such an extent that the continuing work relationship is seriously threatened or jeopardized.

#### **Work Related Trauma:**

*Retrenchments, forced change, tough times, increased pressure to perform, violence, armed robberies*

...

#### **Work Impacting Trauma:**

*Divorce, hijacking, armed robbery, motor accident, abuse, addictions, violence, death . . .*

*Trauma has occurred when:*

- 1) The usual coping abilities are severely impaired,*
- 2) There is an element of 'fatalness', or*
- 3) There is an irrevocable conclusion.*

#### **Managers Workshop:**

*Understanding Work Impacting / Related Trauma  
Managing the legal responsibilities of trauma  
Managing a traumatised team*

#### **Trauma Workshop:**

*Understanding work Impacting/ Related Trauma  
Handling the trauma  
Reducing the effects of trauma  
Recovering from trauma*

Trauma causes your natural coping mechanisms to fail. Instead of saying that there is something wrong with you, we prefer to take the view that something has happened and that we need to help you to better cope with the what you have gone through.

**Symptoms are eliminated or reduced markedly to the point that they are no longer overwhelming or invasive.**

**Performance returns to normal.**

**Unproductive hours and unnecessary sick leave are no longer abused.**

**Charged conflicts in the workplace are irradiated.**

**Charge related to trauma and stress is reduced.**

**Management will be able to assist and make informed decision more productively.**

**Understand to what point managers are responsible for trauma and the impact on work.**

**Communication would be more productive and empathy would be better placed and productive.**

**Improved general morale and commitment to work.**

In Association with

**Traumatology Services International**

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