Leadership Competencies of a Trauma-Informed System

Trauma-Informed Communication	Focuses on the practice of intentionality about the mode, frequency, and amount of information to offer to others in order to minimize the impact of stress and trauma. **Examples:** Connect before correct - Right-sizing information - Framing + Storying Offering stabilization: Providing the why's, likely impacts, and what's next
Inclusive Leadership	Makes space for diversity and difference. Understands power analysis and uses both power building and sharing to create more expansive contexts and communities. Promotes voice and choice. Acknowledges some wounds are results of oppression and must be remedied in relationships and institutions. **Examples**: Power analysis - Power sharing - Power building - Doing with and not for - Taking multiple perspectives - Participatory management
Mindfulness & Reflection	Practice of cultivating awareness, contemplation, and deliberation. Long-term focused versus reactive. Creates opportunities for healing in real time and prevents reverting back to former structures and practices that re-produces stress and trauma. **Examples:** Reflective supervision- Curiosity - Capacity to see & feel without reacting
Complexity	Awareness of systems thinking and change management. Able to operate in space of uncertainty and ambiguity in order to evolve our systems and structures where there are no pre-defined roadmaps. **Examples:** Tolerate ambiguity -Synthesize disparate pieces of information - Ability to consider multi-variate inputs simultaneously
Radical & Critical Inquiry	Capacity to be deeply reflective about one's own self-concept (radical) as well as the institution one leads (critical inquiry). **Examples:** Critical self awareness -Willingness to challenge assumptions - Humility -Critical Institutional Inquiry about organizational treatments, interventions, and problem formulation.
Relational Leadership	Values centrality of relationship. Uses relationship and influence more than power and authority to affect change and systems transformation. **Examples:** Frequent use of appreciation - Whole person consideration - Build cultures of staff connection and shared success - Express and hold emotion and vulnerability- Interact with transparency and trust