

# Readiness...

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1. willingness to do something.
2. the state of being fully prepared for something.
3. immediacy, quickness, or promptness.

[dictionary.com](https://www.dictionary.com)

“State of preparedness of persons, systems, or organizations to meet a situation and carry out a planned sequence of actions. Readiness is based on thoroughness of the planning, adequacy and training of the personnel, and supply and reserve of support services or systems.”

[businessdictionary.com](https://www.businessdictionary.com)

Implementation is not for the  
faint of heart....



# The Path Towards TIC: A Lot of Hard Work!

- Training
  - Trauma Awareness (prevalence, impact, population specific)
  - Crisis De-escalation
  - Trauma-Informed Care Basics
  - Trauma-Informed Care Team Kick-Off Training
- Organizational Self-Assessment
  - Surveys (client & staff)
  - Focus Groups/Interviews
  - Facility/Process “Walk-Through”
  - Policy & Procedure Review and Revision; Trauma Policy
- Prioritize, Implement & Sustain
  - Bring people on board, identify priorities/plan, implement
  - Evaluate & correct (continuous quality improvement)

# How can you tell if you're ready?

- Motivation or mandate?
- Identified need or standard?
- Who's driving?
- Timing is everything
- Ducks in a row...



## Ducks in a Row

- Multi-level/top-level buy-in
- Committed Resources:
  - Time
  - Space
  - Money
  - Expertise/Process Support
  - Short and Long-term
- The right people:
  - Champion(s)
  - Representative Multidisciplinary Team
  - Consumer Engagement & Leadership

Forget about  
getting all my ducks  
in a row....I'd settle  
for getting them in  
the same pond!

;) )

# So what if you're not ready?

- Don't do it at all
- Do something
- Get (more) ready



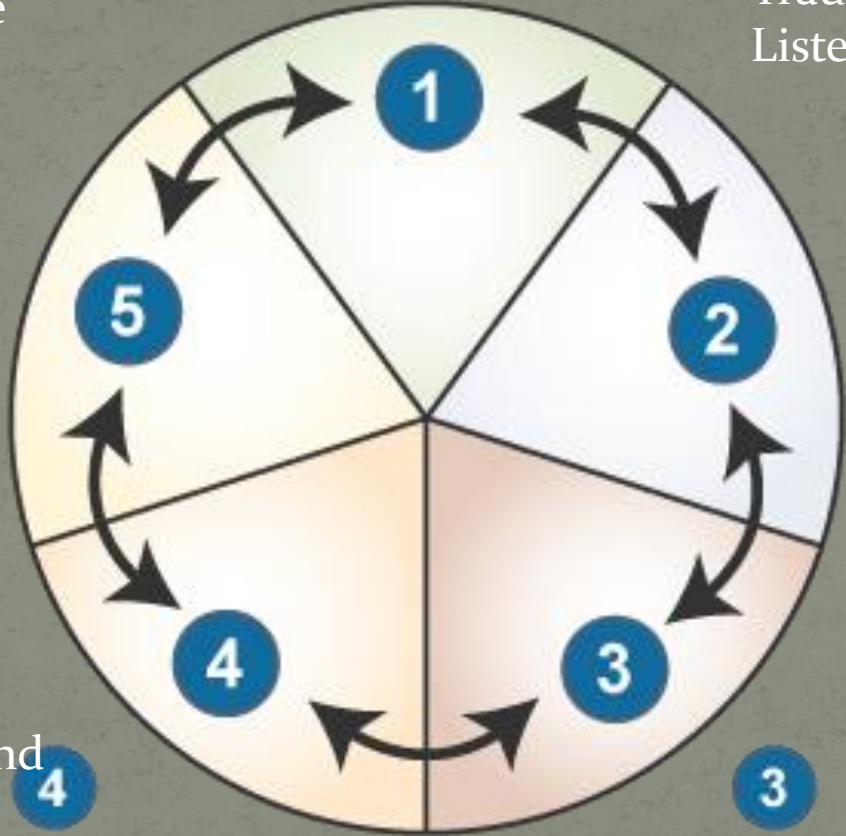
1

**Precontemplation**

No recognition of need for or interest in change

Trauma awareness  
Listening/Sharing

Practice Review  
Practice Review



2

**Contemplation**

Thinking about changing

5

**Maintenance**

Ongoing practice of new, healthier behavior

New Policies & Procedures  
Roll-Out Changes  
All-Staff Trained and Supported

4

**Action**

Adopting new habits

Assessment  
Engagement  
Prioritize

3

**Preparation**

Planning for change

TIC Training/Steps  
Identify resources/Team  
Make a plan

It's worth it!!!

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Thank you and all the best in your efforts.