

Trauma-Informed Practice Survey

What is the purpose of this survey and what do the subscales mean?

The Trauma-Informed Practice Survey consists of 59 questions that ask participants their agreement with a series of statements on a scale from “Strongly Disagree” to “Strongly Agree.” Individuals also had a choice of selecting “Does Not Apply.” The closer the average for each subscale to 3, the greater staff members felt the particular domain exhibited aspects of being trauma-informed.

The Trauma-Informed Practice Survey measures six domains of trauma-informed practice: staff safety, staff empowerment, self-care, staff knowledge and competence, staff attitudes, and trauma-informed practice with clients. The following is a brief summary of these domains. To view the individual questions for each subscale measuring these domains, please see Appendix A.

| | | | | |
|-------------|---|-------|--------|---|
| 1 | 2 | 3 | 4 | 5 |
| A. Strength | | Watch | Growth | |

Table 1 – Trauma-Informed Practice Survey Subscales

| Area | Definition | Score | | | | |
|-------------------|---|-------|---|------|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| Staff Safety | The staff safety domain measures staff member perceptions of their physical, psychological, and emotional safety in the workplace, including feeling supported by supervisors and co-workers during challenging times, feeling that the environment is professional, that expectations for employees are clear and reasonable, that the environment is physically safe, and that individuals feel safe expressing opinions and concerns to other staff members. | 1 | 2 | 3.68 | 4 | 5 |
| Staff Empowerment | The empowerment domain measures whether staff members feel like they are empowered through being supported in improving their work, having choice in how they conduct their work, feeling that input is considered and not ignored, having opportunities to work together to develop solutions to problems, and feeling that supervisors understand a staff member’s strengths. | 1 | 2 | 3.63 | 4 | 5 |
| Self - Care | The self-care domain measures various aspects of current self-care practices such as feeling that there are procedures for ensuring safety if a place or client makes a staff member feel unsafe, whether there is supervisory support for leaving unsafe situations, whether staff are encouraged to prioritize self-care and whether there are physical places within an agency to de-stress and relax. | 1 | 2 | 3.64 | 4 | 5 |

Table 1 – Trauma-Informed Practice Survey Subscales

| Area | Definition | Score | | | | |
|---------------------------------------|--|-------|---|------|------|---|
| | | 1 | 2 | 3 | 4 | 5 |
| Staff Knowledge and Competence | The staff knowledge and competence scale measures the extent to which staff members perceive that they have the appropriate knowledge and competencies to provide trauma-informed care to clients such as understanding the impact of trauma on clients, feeling comfortable broaching the subject of trauma with clients, working with clients to develop coping strategies for addressing the effects of trauma, and having the skills to help calm agitated clients. The domain also covers the extent to which a staff member feels they understand and can prevent negative personal impacts as a result of the work they are engaged in. | 1 | 2 | 3 | 4.00 | 5 |
| Staff Attitudes | The staff attitudes scale measures staff attitudes in regard to trauma-informed practice such as perceptions about the likelihood of success for clients to succeed in treatment, the origins of problematic behaviors in clients, and how staff members perceive that co-workers view clients. Additionally, it looks at how they view their role in encouraging change in clients, identifying client’s strengths, and educating clients about the intersections between trauma, substance abuse, mental illness, and homelessness. | 1 | 2 | 3.73 | 4 | 5 |
| Trauma-Informed Practice With Clients | The trauma-informed practice subscale measures aspects of staff trauma-informed practice with clients such as whether staff engage in practices including: helping clients develop calming strategies, evaluate the safety of their choices, identify triggers, understand the connection between behaviors, etc. The scale also measures staff member perceptions of how they understand their own triggers and calming strategies, and other aspects of client practice such as whether staff members perceive that they lecture clients, tell them what to do, or whether they try to avoid arguing with clients. | 1 | 2 | 3.76 | 4 | 5 |

Summary of Results

Mean scores for five of the six subscales of the Trauma-Informed Practice Survey fell into the “watch area,” while staff knowledge and competence fell on the border of the *growth* and watch area ranges. Potential focus areas for supporting trauma-informed practice may include staff safety, staff empowerment, and self-care, which were the lowest rated subscales.