



Trauma-Informed Organization Questionnaire

Building emotionally healthy organizations.

Trauma-Informed Questionnaire

Take this brief assessment to gauge how well your organization provides a trauma-informed environment.

1. Do we understand what trauma is and how it affects people?

Does everyone in the organization have a foundational understanding of trauma, its prevalence, and its impact on behavior, decision-making, and health? This includes understanding the difference between one-time trauma and chronic, complex trauma.

2. Have we assessed our organization's culture for signs of trauma responsiveness?

Does the organization's culture and atmosphere feel safe, welcoming, and inclusive? Are employees, clients, or service users treated with dignity and respect? Is there a general sense of trust?

3. Are our policies and procedures trauma-sensitive?

Do our policies reflect an awareness of trauma, such as flexibility around deadlines, offering support when individuals face crises, or accommodating people with mental health needs? Are policies clear on confidentiality, consent, and safety?

4. Do we provide trauma-informed training for all staff?

Are all employees, volunteers, and leadership trained on trauma-informed care and practices? Does staff have access to regular, ongoing training about how trauma manifests, and how to respond in trauma-sensitive ways?

5. Are we promoting physical and emotional safety within our environment?

Are there clear and visible signs of safety in our spaces, both physical (clean, well-maintained facilities) and emotional (non-judgmental language, support services)? Do individuals trust the staff and systems to protect them from further harm or re-traumatization?

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6. Do we integrate the principles of trauma-informed care into our services and practices?

Are we practicing the core principles of trauma-informed care, such as safety, trustworthiness, choice, collaboration, and empowerment in our interactions, services, and decision-making?

7. Are we fostering a sense of control and choice for the individuals we serve?

Do clients or individuals have the opportunity to make decisions about their care, participation, and treatment? Is there space for autonomy, and are they empowered to participate in decision-making?

8. Are we assessing and addressing vicarious trauma and burnout in our staff?

Are we taking steps to prevent and mitigate secondary trauma or burnout in our staff, volunteers, and leadership? Do we provide support such as debriefing, supervision, and self-care resources for those who work with traumatized individuals?

9. Are we mindful of the diversity of trauma experiences?

Do we acknowledge and respond to the diverse ways trauma can affect individuals based on factors such as race, gender, sexual orientation, socio-economic status, and cultural background? Are we sensitive to the intersectionality of trauma and actively working to be inclusive?

10. Do we continuously evaluate and improve our trauma-informed practices?

Do we have mechanisms to evaluate how well we implement trauma-informed principles? Do we seek feedback from clients, staff, and community partners to assess areas of improvement and adjust practices accordingly?

Charting Your Path Forward



Thank you for completing the assessment. Taking the time to reflect on your organization's trauma-informed practices is a significant step toward creating a healthier, more supportive workplace.

As you review your results, you may find areas where your organization is excelling and others where opportunities for growth exist. Whether you're looking to strengthen current efforts or embark on a journey to implement trauma-informed solutions, we're here to guide you every step of the way.

Let's work together to transform these insights into actionable strategies tailored to your organization's unique needs. Schedule a consultation today, and take the next step in fostering a workplace culture that prioritizes safety, trust, and resilience.

[Click here to schedule a complimentary consultation](#)

Thank you,

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Contact us today!
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