

Dealing with Personal and Workplace-Related Trauma



Overall Workshop Purpose

To help individuals and leaders understand the nature and impact of trauma, normalize common responses, and develop safe, practical strategies for restoring stability, well-being, and resilience following personally or professionally distressing events.

Training Objectives

Equip participants with essential skills to support and promote mental health safety. Outcomes include:

Increase Trauma Awareness

Enhance understanding of how personal and workplace-related trauma can affect thoughts, emotions, relationships, and performance.

Strengthen Emotional Regulation and Coping Skills

Equip participants with practical, evidence-based tools to manage distress, regain stability, and build emotional resilience.

Foster Recovery and Post-Traumatic Growth

Support participants in developing sustainable resilience habits and meaning-making strategies that promote healing, growth, and well-being after trauma.

Why Invest in this Training for Your Team?



Promote a Culture of Care and Psychological Safety

Demonstrating compassion and proactive support fosters trust, loyalty, and a reputation as a psychologically safe and responsible employer.



Support Employee Recovery and Retention

Providing trauma-informed support helps employees recover more effectively after distressing events, reducing absenteeism, turnover, and the long-term impact of trauma on performance.



Reduce Psychological Risk and Liability

Training leaders and employees to recognize and respond appropriately to trauma decreases the likelihood of secondary harm, mental health crises, and potential workplace safety or legal issues.



Strengthen Organizational Resilience

By helping employees recognize early signs of stress and apply effective self-care strategies, organizations can lower burnout rates, absenteeism, and turnover—protecting both people and productivity.

Training Options

1-Hour Workshop - Awareness and Grounding

To build basic awareness of trauma and its effects, and to introduce simple grounding and coping strategies that support recovery and daily functioning.

Learning Objectives:

- Understand what trauma is and how it can affect thoughts, emotions, and performance.
- Recognize common trauma reactions and early signs of distress.
- Practice simple, evidence-based grounding and self-regulation techniques to restore calm.

3-Hour Workshop - Understanding and Building Personal Resilience

To deepen understanding of trauma's psychological and physiological effects, strengthen personal coping capacity, and introduce practical resilience-building strategies for post-traumatic growth.

Learning Objectives:

- Understand how trauma impacts the brain, body, and work functioning.
- Identify personal triggers and stress responses with self-awareness.
- Apply evidence-based resilience strategies that promote recovery and emotional regulation.
- Support self and others in navigating trauma safely and respectfully.
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6-7 Hour Workshop - Deep Healing and Resilience Integration

To provide a safe, structured environment for participants to deeply explore trauma responses, develop mastery in self-regulation, and create personalized resilience plans for sustainable recovery and ongoing growth.

Learning Objectives:

- Recognize and manage personal trauma triggers effectively using advanced self-regulation techniques.
- Build a personalized resilience plan that includes physical, emotional, and relational recovery strategies.
- Strengthen self-compassion and meaning-making to support post-traumatic growth.
- For leaders: create psychologically safe environments that support employees recovering from trauma.

Summary Table

Element	1 Hour	3 Hours	6-7 Hours
Focus	Awareness and immediate coping tools.	Deeper understanding of trauma and resilience development.	Full integration of recovery, resilience, and post-traumatic growth strategies.
Activities	Brief reflection and guided grounding exercise.	Self-assessment, practice of regulation tools, and peer discussion.	Multi-technique practice, storytelling, group reflection, and personal resilience planning.
Depth	Introduction to trauma awareness.	Moderate exploration of trauma effects and coping.	Advanced exploration including emotional regulation, growth, and leadership integration.
Output	One grounding technique to apply immediately.	Personalized trigger awareness and resilience strategy.	Comprehensive personal resilience and recovery plan (with optional team component).