



# Zebra Collective's 4 Core Elements of Trauma- Informed Care

## Devon Primary Care Managers' Conference

### September 2024



# Who are Zebra Collective?

Based in on the most deprived areas of the country, Zebra Collective is committed to a just & sustainable society through our work in culture change, community development, reflective practice & training.

We seek to pursue & promote social justice through our work by promoting equality & participation.



# Who are Zebra Collective?

- Zebra Collective has a 20-year history of delivering reflective learning around trauma informed practice, solution-focused approaches & equalities / cultural capability.
- We also deliver workshops on trauma stabilisation & the Power Threat Meaning Framework.





## Trauma-informed Practice:

1. Relationship-based
2. A shift in mindset
3. Strengths-based
4. Bearing witness

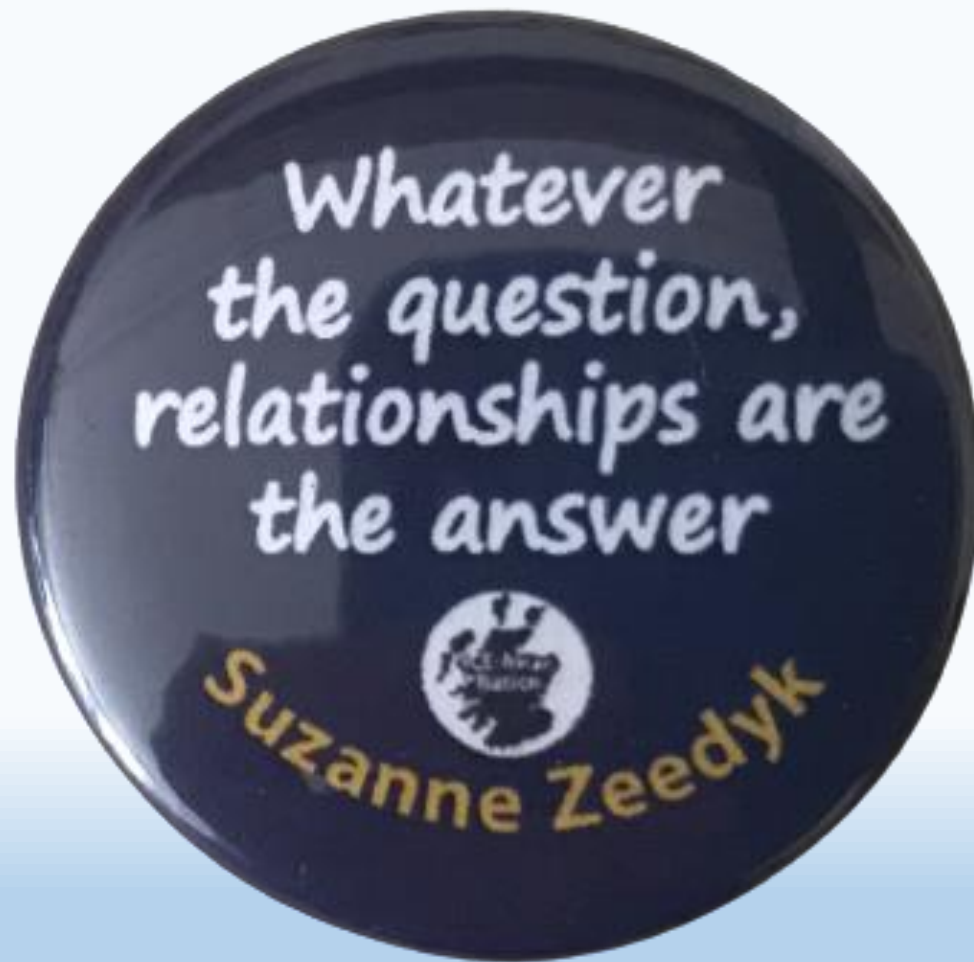
4 Core  
Elements



## Trauma-informed Practice:

### 1. Relationship-based

4 Core  
Elements



**Badge at Trauma-Informed Scotland Conference  
11<sup>th</sup> June 2019**

RELATIONAL TRAUMA REQUIRES



RELATIONAL REPAIR

DR KAREN TREISMAN

SAFE HANDS THINKING MINDS



## Judith Herman

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“Recovery can take place only within the context of relationships; it cannot occur in isolation.”





# Relationships shape brains

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## 4 Core Elements

### Trauma-informed Practice:

1. Relationship-based
- 2. A shift in mindset**

# The Traditional Lens




**“Something’s  
wrong with  
you.”**

# The Trauma Lens




**“Something’s  
happened  
to you.”**

# The Trauma Lens



... and while I  
might not ask  
you about  
that...

# The Trauma Lens



... I will listen  
if you want to  
tell me about  
that...



## Also in the mindset

- Non-judgmental
- Person-centred
- Change is possible

# Key shifts in framing

From “something’s  
wrong with this  
person”

(deficit framing)

to ...

“Something’s  
happened to this  
person

*(narrative framing)*








## 4 Core Elements

### Trauma-informed Practice:

1. Relationship-based
2. A shift in mindset
- 3. Strengths-based**

# Strengths-based



**“Something’s  
happened  
to you...”**

# Strengths-based




**AND you've  
survived ...**

and here you are living  
despite it all

- rupi kaur




# Strengths-based




And I will ask you  
about that...

# Strengths-based



**“How have  
you survived?”**

# Strengths-based



**“What did you  
have to do to  
survive?”**

# How do ACEs impact on people's lives?

ACEs impact on a child's development and their relationships with others & increase the risk of engaging in health-harming behaviours & experiencing poorer mental & physical health as adults.

Compared with people with no ACEs, those with 4+ ACEs are:

**2x**

more likely to binge drink and have a poor diet



**3x**

more likely to be a current smoker



**4x**

more likely to have low levels of mental wellbeing & life satisfaction



**5x**

more likely to have had underage sex



**6x**

more likely to have an unplanned teenage pregnancy



**7x**

more likely to have been involved in violence



**11x**

more likely to have used illicit drugs



**11x**

more likely to have been imprisoned





# Attempted solutions

So, all behaviours -  
such as  
dependency  
(addiction), self-  
harm, dissociation,  
aggression, law-  
breaking -  
can be seen as  
“what the person  
has had to do to  
survive” trauma



# Key shifts in framing

From “something’s  
wrong with this  
person”

(deficit framing)

to ...

“Something’s  
happened to this  
person ... and ...

...they’ve survived”

*(narrative, strengths-  
based framing)*

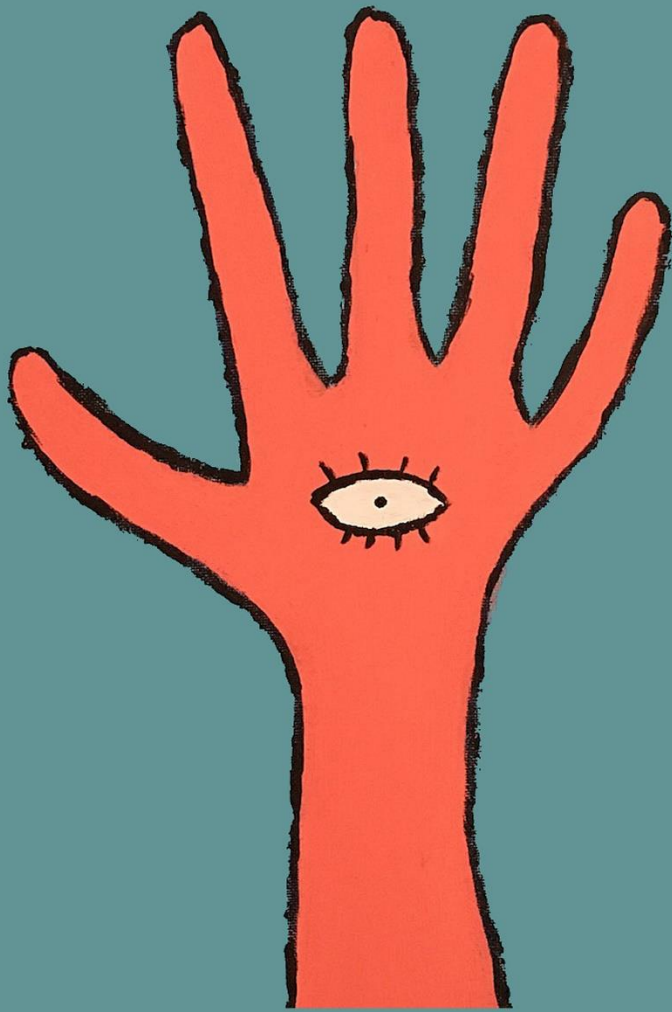




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- 4. Bearing witness**

4 Core  
Elements



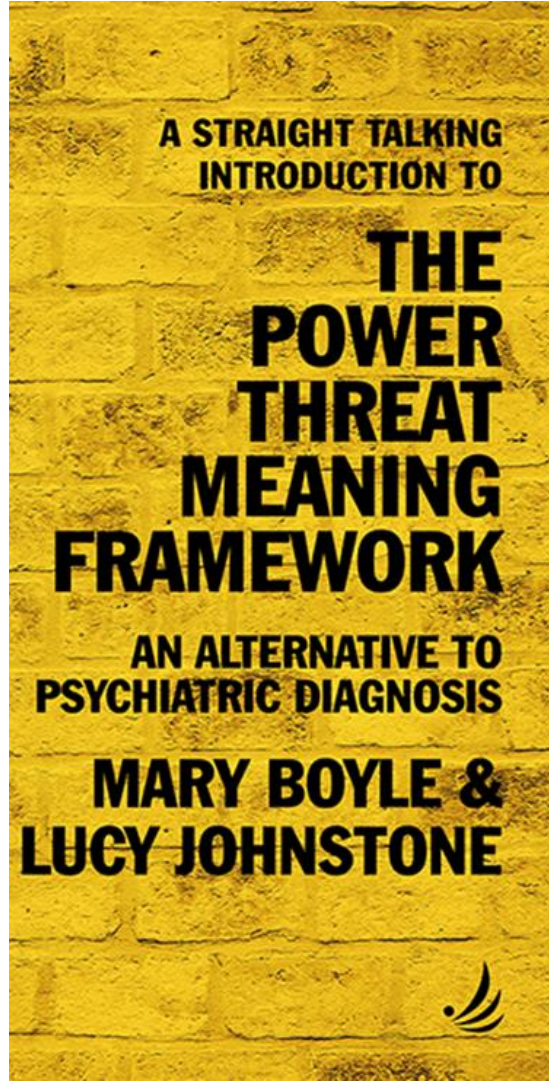
Bearing  
witness



# Judith Herman: Bearing witness

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- Listen
- Believe
- Acknowledge
- Validate



## Bearing witness

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“Arguably... <a> ...core skill required of everyone in ... the helping professions...  
... to ***bear witness*** to people’s suffering and stand alongside them in their search for validation and justice.”

– p. 140



GOOD MORNING!



HELLO

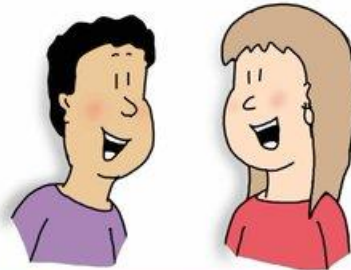
# EVERY INTERACTION



# IS AN



# INTERVENTION



DR KAREN TREISMAN 2017

THANK YOU!



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