

Trauma-Informed Coaching Practices



WITH: NINA SAUNDERS
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The planet does not need more “successful people.” The planet desperately needs more peacemakers, healers, restorers, storytellers and lovers of all kinds.

-Dalai Lama

Nina Saunders is a Director, Educator, and Well-being Advocate that is one part sunshine counselor, one part innovator, and one part collaborative community builder. She is a native Houstonian with a dual degree of MFA Theatre and MA Arts Leadership from the University of Houston. In addition, she is a 500 hour certified trauma-informed yoga instructor, yoga therapist, and drama therapist who specializes in embodiment work. She is the owner of Centered Stage Coaching Company, and is currently teaching Content Creation, ReScripting Method Scriptwriting courses, and Trauma Informed Yoga and Improv at Breda University of Applied Sciences in the Netherlands.



Previously she worked for 20 years as a film and theatre director, lighting and sound designer, and scriptwriter. Her goal is to use the art of therapeutic theatre to compassionately empower, enrich, inspire, and heal through the art of storytelling. In addition she is a bike adventurer, board game nerd, world cuisine foodie, wife and a mother to two playfully creative boys who provide her with a grounding respite.

Mindful Self-Care

Right now more than ever, we are emotionally and mentally challenged as we move forward in a world that has experienced many collective traumas. In this presentation you will be provided with exercises and techniques that you can utilize and take back to your clients to help create a sense of physical, mental, and emotional well-being in this unique time.



Trauma Informed Practices:

- ▶ In order to heal, we must first understand.”
- ▶ Repression never works, we have to integrate those wounds.
- ▶ Our wounds become our wisdom, our pain becomes our purpose.
- ▶ Shake out anything that’s not mine, pronging!



fear	1. There is a threat to your life or that of someone you care about. 2. There is a threat to your health or that of someone you care about. 3. There is a threat to your well-being or that of someone you care about. 4. Other: _____
anger	1. An important goal is blocked or a desired activity is interrupted or prevented. 2. You or someone you care about is attacked or hurt by others. 3. You or someone you care about is insulted or threatened by others. 4. The integrity or status of your social group is offended or threatened. 5. Other: _____
Disgust	1. Something you are in contact with could poison or contaminate you. 2. Somebody whom you deeply dislike is touching you or someone you care about. 3. You are around a person or group whose behavior or thinking could seriously damage or harmfully influence you or the group you are part of. 4. Other: _____
envy	1. Another person or group gets or has things you don't have that you want or need. 2. Other: _____
jealousy	1. A very important and desired relationship or object in your life is in danger of being damaged or lost. 2. Someone is threatening to take a valued relationship or object away from you. 3. Other: _____
love	1. Loving a person, animal, or object enhances quality of life for you or for those you care about. 2. Loving a person, animal, or object increases your chances of attaining your own personal goals. 3. Other: _____
Sadness	1. You have lost something or someone permanently. 2. Things are not the way you wanted or expected and hoped them to be. 3. Other: _____
Shame	1. You will be rejected by a person or group you care about if characteristics of yourself or of your behavior are made public. 2. Other: _____
Guilt	1. Your own behavior violates your own values or moral code. 2. Other: _____

intensity and duration of an emotion are justified by:

1. How likely it is that the expected outcomes will occur.
2. How great and/or important the outcomes are.
3. How effective the emotion is in your life now.

ELEMENTS OF TRUST

- Boundaries- willing to say no
- Reliability aware of competencies and limitations
- Accountability- own mistakes and make amends
- Vault- don't gossip don't overshare
- Integrity- courage over comfort
- Non Judgment- ask for what you need



FITTING IN VERSUS BELONGING



1. Belonging is being somewhere you want to be and they want you, fitting in is being somewhere you want to be and they don't care if you are there.

2. Belonging is being accepted for you. Fitting in is being accepted for being like everyone else.

3. If I get to be me I belong, if I have to be like everyone else, I

TRAUMA INFORMED LANGUAGE

1. "What's wrong with you?" → "What happened to you?"
 - a. Why: The first phrase is accusatory and blames the individual, whereas the second is empathetic and acknowledges that their behavior may be a response to past trauma.
2. "You're being difficult." → "It seems like you're struggling right now."
 - a. Why: The first phrase is judgmental, while the second recognizes the individual's difficulty without making them feel like a burden.
3. "You need to calm down." → "I'm here with you. Let's take a moment."
 - a. Why: Telling someone to calm down can be dismissive, while offering support through presence and grounding techniques helps regulate emotions in a compassionate way.
4. "You're overreacting." → "Your feelings are valid."
 - a. Why: The first minimizes the person's experience, while the second acknowledges the legitimacy of their emotions.
5. "You need to move on." → "Healing is a process; take the time you need."
 - a. Why: The first phrase pressures the individual, while the second respects that healing from trauma is personal and takes time.

TRAUMA INFORMED LANGUAGE (CONTINUED...)

6. "That didn't happen." → "I believe you."
 - a. Why: Denying someone's experience invalidates their feelings, while affirming belief in their story builds trust and safety.
7. "Get over it." → "I know this is hard, and I'm here to support you."
 - a. Why: The first phrase is dismissive, while the second offers compassionate support and validation of their pain.
8. "It could have been worse." → "I'm sorry that happened to you."
 - a. Why: Minimizing someone's trauma by comparing it to worse scenarios can feel invalidating. Offering empathy instead respects their experience.
9. "You're fine." → "It's okay not to be okay."
 - a. Why: Dismissing someone's feelings doesn't allow them space to express their emotions. Acknowledging that it's okay to feel distressed normalizes their experience.
10. "Why didn't you just leave?" → "It must have been really difficult for you in that situation."
 - a. Why: The first question can be accusatory, whereas the second offers empathy and understanding that leaving traumatic situations isn't always simple.

TRAUMA INFORMED LANGUAGE (CONTINUED...)

11. "Just be positive." → "I understand it's tough right now. How can I support you?"
 - a. Why: Toxic positivity can feel dismissive, while offering support acknowledges the difficulty of the situation.
12. "Stop thinking about it." → "It's understandable that you're thinking about it a lot. Let's talk if you're ready."
 - a. Why: Telling someone to stop thinking about their trauma may feel impossible and invalidating, while the second response encourages openness when they're comfortable.
13. "I don't understand why you're still upset." → "Healing is different for everyone. I'm here if you want to talk."
 - a. Why: The first statement implies impatience, while the second acknowledges that healing timelines vary and offers continued support.
14. "Don't be a victim." → "I see your strength and resilience."
 - a. Why: The first phrase can be victim-blaming, while the second reframes the individual's experience, focusing on their strengths and capacity to overcome.
15. "That's just how life is." → "It sounds like you've been through a lot."
 - a. Why: The first phrase minimizes the individual's trauma, whereas the second validates their experiences.

NEGATIVE TO POSITIVE COACHING LANGUAGE

1. "You failed at that." → "This is a great opportunity to learn."
 - a. Why: Focusing on failure can discourage a client, while reframing it as a learning opportunity encourages growth and improvement.
2. "You're not doing this right." → "Here's how we can improve on this."
 - a. Why: The first statement highlights inadequacy, while the second suggests a constructive approach and implies progress is achievable.
3. "You're not good enough yet." → "You're improving with every step."
 - a. Why: The negative phrasing focuses on shortcomings, while the positive phrasing highlights growth and forward momentum.
4. "You always make mistakes." → "Mistakes are part of the process, and they help you grow."
 - a. Why: The first statement is discouraging, whereas the second normalizes mistakes as a crucial part of personal development.
5. "Don't focus on your weaknesses." → "Let's build on your strengths."
 - a. Why: Focusing on weaknesses can demoralize a client, while emphasizing strengths inspires confidence and highlights what's working.

NEGATIVE TO POSITIVE COACHING LANGUAGE (CONTINUED...)

6. "This is too hard for you." → "You're capable of handling challenges like this."
 - a. Why: The first statement undermines confidence, while the second encourages resilience and belief in the client's ability to overcome obstacles.
7. "Stop doing it wrong." → "Let's try a different approach to this."
 - a. Why: The first phrase is critical and demotivating, while the second offers a solution->focused mindset that invites experimentation.
8. "You need to stop procrastinating." → "Let's break this task down into manageable steps."
 - a. Why: The first statement can feel like criticism, while the second offers a proactive strategy for moving forward without blame.
9. "You're behind schedule." → "You're making steady progress—let's adjust the plan to keep momentum going."
 - a. Why: The negative language creates pressure, while the positive language emphasizes progress and encourages adaptability.
10. "You're not reaching your potential." → "You're getting closer to your full potential every day."
 - a. Why: Focusing on what's lacking can cause frustration, while celebrating incremental progress fosters motivation and optimism.

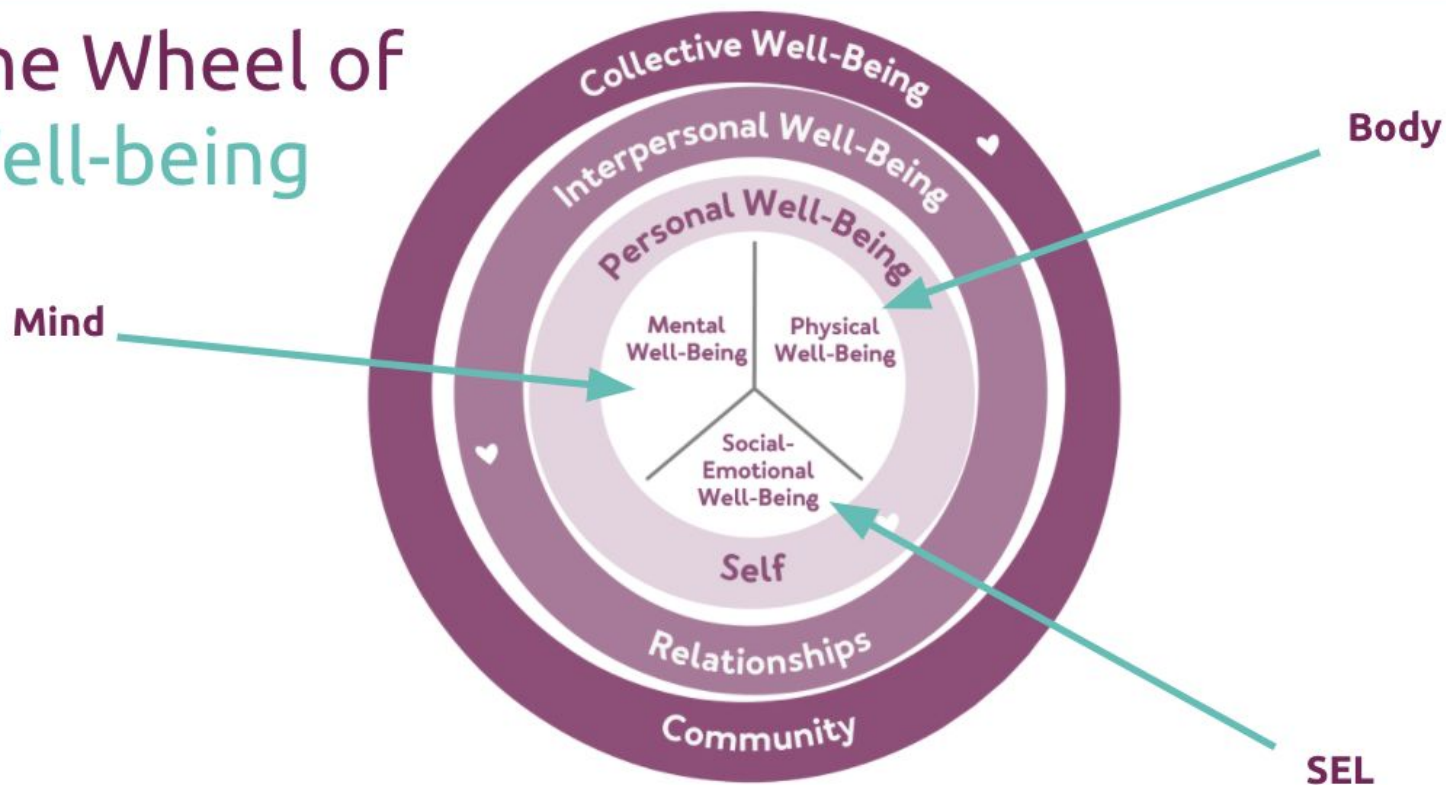
NEGATIVE TO POSITIVE COACHING LANGUAGE (CONTINUED...)

11. "You're stuck in your old habits." → "You're working on developing new habits, and it's paying off."
 - a. Why: The first phrase focuses on negative patterns, while the second encourages the client by acknowledging their effort and growth.
12. "You should have done better." → "You did your best with what you had, and now you know how to move forward."
 - a. Why: The first statement can cause guilt or shame, whereas the second reframes the experience as progress and emphasizes future improvement.
13. "That's not the right way to do it." → "There's another way we can try this to get better results."
 - a. Why: The negative phrasing criticizes the current approach, while the positive phrasing opens the door to alternative strategies without judgment.
14. "I don't think you can do this." → "I believe in your potential to accomplish this."
 - a. Why: The first statement limits belief in the client, while the second fosters self->confidence and belief in their abilities.
15. "You're wasting your time." → "Your time is valuable—let's prioritize what matters most to you."
 - a. Why: The negative language suggests failure, whereas the positive phrasing encourages reflection and strategic focus.

NEGATIVE TO POSITIVE COACHING LANGUAGE (CONTINUED...)

16. "You're not meeting expectations." → "You're working toward your goals, and we can adjust our approach as needed."
 - a. Why: The first statement creates pressure and disappointment, while the second offers encouragement and emphasizes the flexibility to adapt.
17. "This isn't good enough." → "This is a great start, and we can build on it."
 - a. Why: The negative statement devalues the effort, while the positive statement celebrates progress and sets the stage for continued improvement.
18. "Why did you do it that way?" → "What inspired you to take that approach?"
 - a. Why: The first question can feel accusatory, while the second encourages reflection and empowers the client to explore their thought process.
19. "I'm disappointed with your results." → "I see you're putting in effort. Let's refine our strategy to improve the outcome."
 - a. Why: The first statement is discouraging, while the second emphasizes effort and focuses on solutions for better results.
20. "You're not making progress fast enough." → "Progress takes time, and you're on the right path."
 - a. Why: The first phrase implies impatience and pressure, while the second reassures the client that steady, sustainable progress is valuable.

The Wheel of Well-being



Tools and Techniques:

Self Management

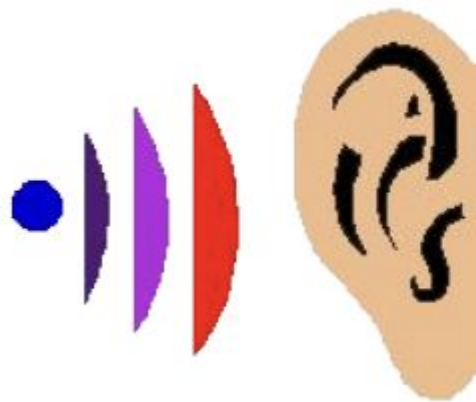


- Self-motivation
- Goal-setting
- Organizational skills

- Impulse control
- Stress management
- Self-discipline



Tools and Techniques:



What do I do?

- Listen to the furthest away sound you can possibly hear.

Why do I do that?

- To get out of a stress response; it draws the attention outside of the stressful moment

How does it do that?

- Sends a signal to the amygdala: "I am no longer in immediate danger."

Tools and Techniques:

SELF-CONTROL	I find ways to manage my emotions and channel them in useful ways without harming anyone.			
	I stay calm, clear-headed, and unflappable under high stress and during a crisis.			
SETTING AND ACHIEVING GOALS	I have high personal standards that motivate me to seek performance improvements for myself and those I lead.			
	I am pragmatic, setting measurable, challenging, and attainable goals.			
ADAPTABILITY	I accept new challenges and adjust to change.			
	I modify my thinking in the face of new information and realities.			
ORGANIZATIONAL SKILLS	I can juggle multiple demands without losing focus or energy.			
	I balance my work life with personal renewal time.			

Additional Training:

- ▶ If you love the socio emotional learning tools of this workshop and would like to take more in depth training. I highly recommend the following training:
 - Breathe for Change
 - <https://www.breatheforchange.com/>

The logo for 'Breathe FOR Change' is displayed on a solid purple rectangular background. The text 'Breathe' and 'Change' are written in a white, casual script font. The word 'FOR' is written in a smaller, white, all-caps sans-serif font and is positioned between 'Breathe' and 'Change', with a horizontal line underneath it.

Breathe FOR Change

Thank you!!!!



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