

OCYF Trauma Tip Sheet

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As we move into the new year and plan for 2025, it's important to set goals beneficial to both our personal and professional lives. Workplaces that implement **genuine trauma-informed reforms** foster environments of trust and transparency, allowing leaders to connect more authentically with team members' experiences. The way organizations support staff during periods of crisis is powerful and its effects are felt long after the struggle ends.

"Trauma-informed workplaces offer a sanctuary of safety and support, a place where people can bring their whole selves and be valued for who they are."

- Sandra L. Bloom, M.D.

It is important that our workforce have the skills necessary to acknowledge and work through stress, but workplace wellbeing is not always about times of trauma or stress. **Workplace wellbeing is important every day.** So much so that the U.S. Surgeon General developed a Framework for Workplace Mental Health & Well-Being Report identifying five essentials for workplace wellbeing.

These Five Essentials:

- Guide leaders, managers, and supervisors in identifying and communicating priority organizational changes.
- Empower workers to voice their needs.
- Leaders and supervisors across all industries can significantly impact worker well-being by setting a positive organizational culture, shaping daily experiences, and prioritizing workforce engagement.
- Effective leaders exhibit compassion, empathy, and generosity; they communicate openly, frequently, and clearly.
- They practice human- and wellness-centered leadership by recognizing the connection between individual strengths, growth, and organizational change.

References Used:

[CTIPP Trauma-Informed Workplaces: Concepts, Strategies, and Tactics to Build Workplaces that Support Well-Being](#)
[Office of the Surgeon General - Framework for Workplace Mental Health&Well Being](#)
<https://hbr.org/2022/03/we-need-trauma-informed-workplaces>

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Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Matter at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

*Diversity, Equity,
Inclusion & Accessibility