

## Relational Leadership: Trauma-Wise Principles and Coaching for Staff Engagement

Respondents: 26

|                                                                                                                     | Average | 5 - Strongly Agree | 4 - Somewhat Agree | 3 - Neither Agree Nor Disagree | 2 - Somewhat Disagree | 1 - Strongly Disagree |
|---------------------------------------------------------------------------------------------------------------------|---------|--------------------|--------------------|--------------------------------|-----------------------|-----------------------|
| Indicate your level of agreement with the following statement:<br>Overall, this session met my educational needs.   | 4.88    | 24                 | 1                  | 1                              | 0                     | 0                     |
| Indicate your level of agreement with the following statement: There was enough time spent on the subject matter.   | 4.88    | 23                 | 3                  | 0                              | 0                     | 0                     |
| Indicate your level of agreement with the following statement: The speakers were informative and kept my attention. | 4.88    | 24                 | 1                  | 1                              | 0                     | 0                     |

|                                                                                                                                                                                                                         | Average | 5 - Excellent | 4 - Very Good | 3 - Good | 2 - Fair | 1 - Poor |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------------|---------------|----------|----------|----------|
| Rate the extent to which the course met the learning objective:<br>Explain the role of manager-as-coach in fulfilling employees' fundamental needs for connections and safety.                                          | 4.77    | 22            | 3             | 0        | 1        | 0        |
| Rate the extent to which the course met the learning objective:<br>Translate Dr. Bath's three pillars of trauma-wise care (Felt Safety, Connection, Emotional Regulation) into concrete workplace management practices. | 4.81    | 23            | 2             | 0        | 1        | 0        |

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| <b>Rate the extent to which the course met the learning objective: Implement a coaching framework as a mechanism for providing the regular, meaningful, and individualized support employees need.</b> | 4.73 | 22 | 2 | 1 | 1 | 0 |
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|                                                                         | Average | 5 - Excellent | 4 - Very Good | 3 - Good | 2 - Fair | 1 - Poor |
|-------------------------------------------------------------------------|---------|---------------|---------------|----------|----------|----------|
| <b>Rate the presenter's competence and effectiveness: Bill Hill</b>     | 4.77    | 21            | 4             | 1        | 0        | 0        |
| <b>Rate the presenter's competence and effectiveness: Leah Gilliam</b>  | 4.77    | 21            | 4             | 1        | 0        | 0        |
| <b>Rate the presenter's competence and effectiveness: Scott Watters</b> | 4.81    | 22            | 3             | 1        | 0        | 0        |

| <b>Please describe how your knowledge has changed regarding the learning objectives listed.</b>                                                                                                                |
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| Different opportunities to enhance Gallup survey!                                                                                                                                                              |
| Excellent and timely information about building safety and connection within leadership.                                                                                                                       |
| Great model implementation                                                                                                                                                                                     |
| Importance of coaching and building a relationship as a manager                                                                                                                                                |
| It's great to hear new ideas!                                                                                                                                                                                  |
| I really love the idea of building relationship among the staff... I loved the statement that pointed to chase the needs and the outcome will happen. Great information and being intentional with the results |
| More on how to use the Gallup data                                                                                                                                                                             |
| It was interesting to see how to create a safe environment for staff                                                                                                                                           |
| Reframing trauma informed to trauma wise, knowing the needs of our people and team and chase the needs rather than outcomes                                                                                    |
| Excellent information                                                                                                                                                                                          |
| Just learning about the different tools and the 3 pillars                                                                                                                                                      |
| New coaching approach                                                                                                                                                                                          |
| Great ideas                                                                                                                                                                                                    |
| I now know what the 3 pillars are.                                                                                                                                                                             |
| Great ideas                                                                                                                                                                                                    |
| I will definitely take into consideration my staff's trauma history when providing coaching and start with the strength and needs for staff                                                                    |
| Great presentation                                                                                                                                                                                             |
| I feel better about how we are doing                                                                                                                                                                           |

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| I feel better about how we are doing                                                                                                                                  |
| What a truly excellent presentation! The necessity of transforming our approach from trauma informed to trauma wise is clear, and I appreciate the road map provided. |
| Well done                                                                                                                                                             |
| More understanding about how TBRI can infiltrate the system and bring change!                                                                                         |
| Integrating practices with staff and ongoing supervision                                                                                                              |
| This was excellent and I am implementing parts of this on my return to work                                                                                           |

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| <b>As a result of attending this activity, what new skill or idea will you implement into your job or practice within the next six months?</b>                                                                            |
| Focusing on the actively engaged is something I plan on completing this year                                                                                                                                              |
| Looking forward to having conversations with my center about these ideas.                                                                                                                                                 |
| Better leader                                                                                                                                                                                                             |
| Implement TBRI approach                                                                                                                                                                                                   |
| Try to schedule more one on one time                                                                                                                                                                                      |
| Teams needs and focusing on relationships                                                                                                                                                                                 |
| Use more strengths                                                                                                                                                                                                        |
| Paying close attention to the 3 pillars is the biggest one and how to implement them with each person                                                                                                                     |
| The weekly mentorship which I already do but will do with more confidence                                                                                                                                                 |
| Would love to figure out how to implement some of these things at our agency.                                                                                                                                             |
| New coaching approach And be authentic                                                                                                                                                                                    |
| Different coaching                                                                                                                                                                                                        |
| Asking staff to explore how they will utilize their strengths.                                                                                                                                                            |
| Different coaching                                                                                                                                                                                                        |
| Strength and needs assessments of staff                                                                                                                                                                                   |
| Great presentation                                                                                                                                                                                                        |
| being more needs attentive                                                                                                                                                                                                |
| being more needs attentive                                                                                                                                                                                                |
| At our next TIC Workgroup meeting, I plan to initiate a discussion about our plan for moving the needle toward a trauma-wise approach. I also want to ensure that our initial, admirable discussion to TIC is reawakened. |
| Increasing knowledge                                                                                                                                                                                                      |
| exploring areas we can use TBRI more fruitfully across the system.                                                                                                                                                        |
| Focus on connection and felt safety as work with my teams                                                                                                                                                                 |
| See above                                                                                                                                                                                                                 |

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| <b>What topics would you like to see presented at future activities?</b>                |
| More than promote growth within staff                                                   |
| None at this time.                                                                      |
| More Ccbhc presentations                                                                |
| Trauma informed                                                                         |
| Keep this topic and update us each year                                                 |
| More on how to practice TBRI in work space.                                             |
| Yall knocked it out of the park with the sessions this year. I had a hard time choosing |
| Not sure right now.                                                                     |
| Coaching dos and donts                                                                  |
| Cant think of anything                                                                  |

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| Application in the workplace.                                                                                                                                                            |
| Cant think of anything                                                                                                                                                                   |
| Great presentation                                                                                                                                                                       |
| I want to learn about innovative, novel approaches just like this one happening throughout our state. New, creative ideas for solving the issues plaguing our field are most beneficial. |
| Same                                                                                                                                                                                     |
| Coaching Conversations with staff through a TBRI lens.                                                                                                                                   |
| Continuation of this topic and practicals of implementing within an organization - bring TBRI for LMHAs and LIDDAs.                                                                      |
| Idk                                                                                                                                                                                      |

| Other Comments (Optional)                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------|
| A follow up to this one to see how it's going                                                                           |
| Thank you, MHMR Tarrant, for your transparency and willingness to share your ideas and the excellent work you're doing. |
| This was the best thing of the week for me!                                                                             |
| Favorite session of conference                                                                                          |