

Reflective Checklist for Leaders

10 questions to help you think about how trauma informed practice is really showing up in your organisation

Reflective question	Your notes
Psychological safety	
1 When did a member of staff last raise a concern or disagree with a decision without consequences? What did that look and feel like?	
2 If I asked your team today how safe it feels to speak up, what would they say? How do you know?	
Principles in practice	
3 Pick one of your policies or procedures. Does it reflect trauma informed values? Would a staff member reading it feel trusted and respected, or managed and monitored?	
4 What happens in your organisation when things go wrong? Is the default question 'what happened?' or 'who is to blame?'	
Language and framing	
5 Read back the last three case notes, referral letters or assessment summaries written in your team. Does the language locate the problem inside the person, or in what they have experienced?	
6 How do you talk about people in handovers, team meetings, and corridor conversations? Would those people recognise themselves in how they are described?	
Staff wellbeing	
7 What is your organisation doing to actively care for the emotional wellbeing of staff? Is it meaningful and sustained, or is it an employee assistance programme or an app?	
8 Do your staff feel as safe as the people they are supporting are expected to feel? If not, where does that gap come from, and what are you doing about it?	
Roots: social justice, anti-racism, power analysis, and cultural humility	
9 When did you last audit your service through a lens of power and privilege? Whose voices shape how your service is designed, and whose are absent?	
10 What would a staff member or service user from a racialised or marginalised community say about how safe and seen they feel in your organisation? Do you know? Have you asked?	