

## 1.4 TRAUMA-INFORMED NORMS: THE SEVEN COMMITMENTS

The importance of shared commitments is at the heart of the TRC Model. We utilize The Seven Commitments derived from the work of Dr. Sandra Bloom. These commitments are intended to provide guidelines or agreements for everyone at every level of an organization to create and maintain a trauma-sensitive culture.



### A. Nonviolence

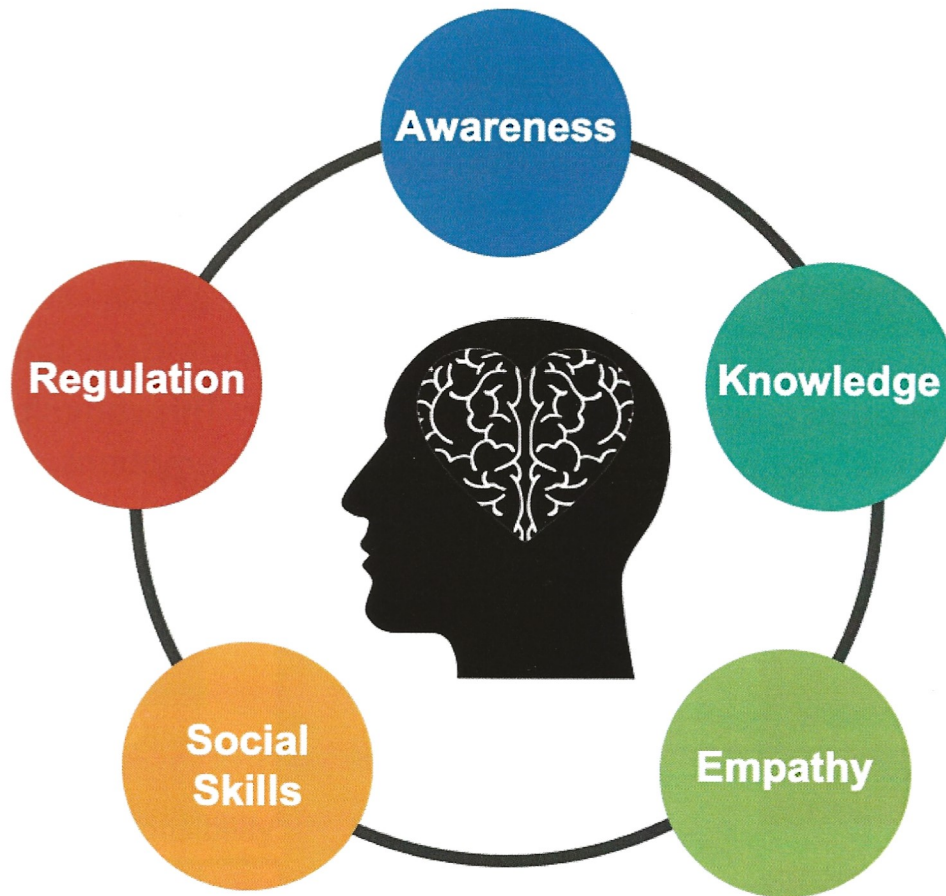
The commitment to nonviolence expands the typical physical safety definition. Safety can refer to physical, psychological, social, ethical, cultural, or racial safety.

***“We have learned through the grim realities of life and history that hate and violence solve nothing. Violence begets violence; hate begets hate; and toughness begets toughness. It is all a descending spiral, and the end is destruction — for everybody.”***

Rev. Dr. Martin Luther King Jr.

## B. Emotional Intelligence

Emotions are contagious and can easily spread. The commitment to emotional intelligence means we recognize and safely regulate our own emotions and assess and perceive the feelings of others - skillfully responding within oneself and throughout social contexts.



***“(Emotional Intelligence is) the ability to perceive accurately, appraise, and express emotions; to access and/or generate feelings when they facilitate thought; the ability to understand emotions and emotional knowledge; and the ability to regulate emotions so as to promote emotional and intellectual growth.”***

Mayer, J.D. and P. Salovey, 1997



## C. Social Learning

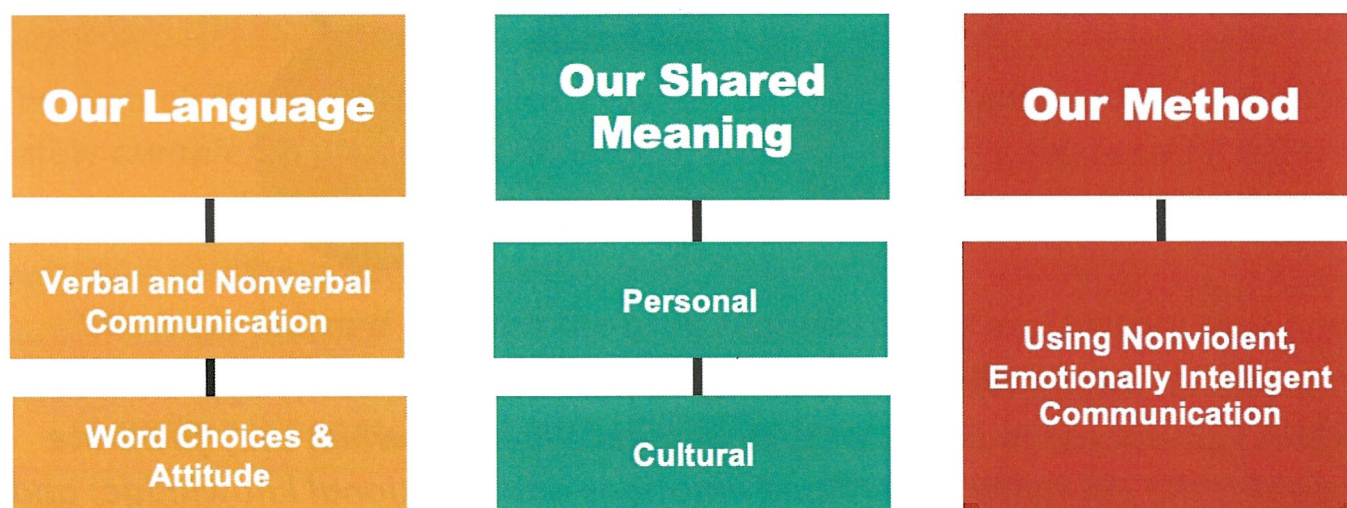
When committing to social learning, we promote collaborative thinking and break down negative patterns within organizations, learn from mistakes, and commit to making each other and the organization better. Social Learning allows you to tap into the power and expertise within yourself and others.

*“The concept of social learning implies that we are all an integral part of the learning process.”*

Maxwell Jones, M.D.  
Beyond the Therapeutic Community

## D. Open Communication

Open communication is what we say and how we say it. This commitment creates an environment where people can freely express their emotions, thoughts, and ideas in a nonviolent and emotionally intelligent way.



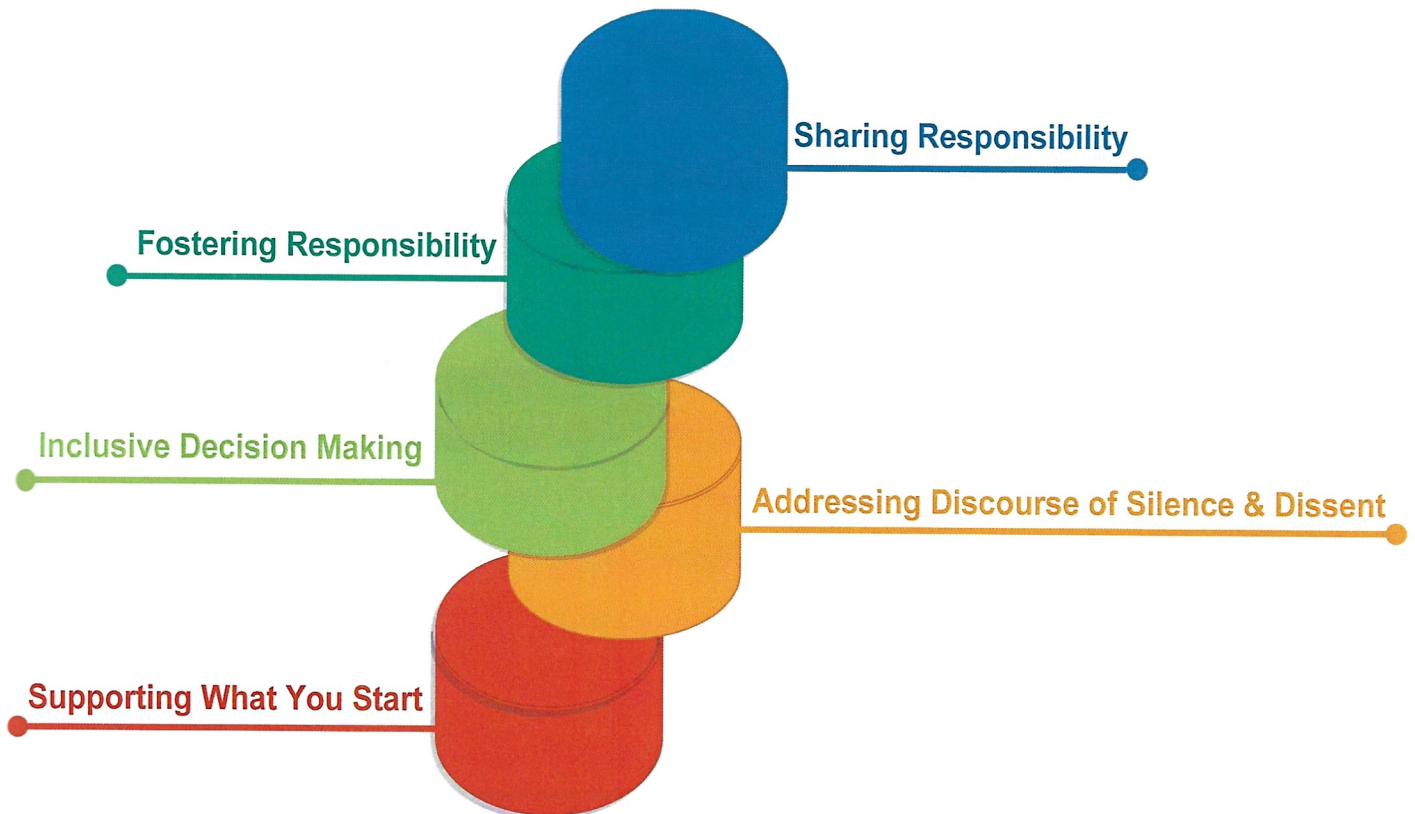
## E. Social Responsibility

The commitment to Social Responsibility emphasizes that there is strength in the collective and that we can accomplish more when everyone contributes to positive change. Social responsibility is shifting our mindset from "me" to "we." We are all responsible and accountable to creating a positive culture.

## F. Democracy

Democracy is the development of critical thinking and collaborative efforts toward decision-making through exchanging different views while balancing experiences and celebrating shared participation.

### Functions of Democratic Leadership





## G. Growth & Change

Growth and change create hope for participants, ourselves or staff and the organization. This commitment allows us to process loss while learning from the past and creating a plan for a better future.

