

Trauma-Sensitive Supervision Practices Cheat Sheet

Use these strategies to support staff well-being and model trauma-informed, youth-centered leadership.

- ☐ Begin check-ins with open-ended questions: “What’s been feeling heavy or hopeful this week?”
- ☐ Reflect emotional labor: “That sounded like a tough moment—thank you for staying present with them.”
- ☐ Co-regulate before correcting: “Let’s take a breath and then talk through how to handle that next time.”
- ☐ Name strengths: “You made a big difference just by staying calm and consistent.”
- ☐ Center equity and identity: “Are there cultural or personal dynamics here we should consider?”
- ☐ Model boundaries and rest: “I’m going to take 10 minutes to reset—want to join me or take one too?”
- ☐ Normalize stress and create safety: “We’re not here to be perfect. We’re here to keep showing up with care.”