

Trauma-Informed Organizational Self-Assessment Worksheet

Instructions: Use the table below to assess your organization's current implementation of trauma-informed practices. For each statement, check the box that best represents your program's current status.

Scale:

☐ **3 - Fully in Place**

☐ **2 - Somewhat in Place / In Progress**

☐ **1 - Not Yet in Place**

Part 1: Self-Assessment Checklist

Domain	Statement	3	2	1
A. Physical & Emotional Safety	Our physical environment feels welcoming, calming, and inclusive to diverse youth.	☐	☐	☐
	There are clear and consistent routines and rules that promote predictability.	☐	☐	☐
	There are quiet or sensory-friendly spaces available for youth who feel overwhelmed.	☐	☐	☐
	Staff model emotional regulation and de-escalation strategies.	☐	☐	☐
B. Trustworthiness & Transparency	Staff communicate clearly and respectfully with youth and families.	☐	☐	☐
	Organizational decisions are explained and applied consistently.	☐	☐	☐
	Youth and staff feel they can speak up without fear of punishment or dismissal.	☐	☐	☐
C. Peer Support & Collaboration	Youth are encouraged to support each other through teamwork and reflection.	☐	☐	☐
	Staff have opportunities to debrief and support one another.	☐	☐	☐

Domain	Statement	3	2	1
	Cross-team collaboration and shared decision-making are encouraged.	☐	☐	☐
D. Empowerment, Voice & Choice	Youth have meaningful input in decisions that affect their experience.	☐	☐	☐
	Staff have input into program decisions and feel heard.	☐	☐	☐
	Choice is built into daily routines and program activities.	☐	☐	☐
E. Cultural Responsiveness & Historical Awareness	Programming reflects and respects diverse cultural, racial, and gender identities.	☐	☐	☐
	Staff receive ongoing training on cultural humility and implicit bias.	☐	☐	☐
	Visuals, language, and space reflect the communities served.	☐	☐	☐
F. Support for Staff Well-Being	Staff receive regular trauma-informed supervision or coaching.	☐	☐	☐
	Policies are in place that support staff self-care and mental health.	☐	☐	☐
	Staff feel valued, supported, and emotionally safe at work.	☐	☐	☐

Part 2: Reflection Questions

1. **What are 2–3 areas your organization is doing well in regarding trauma-informed practices?**

2. **What are 1–2 areas where you see room for growth or improvement?**

3. **What barriers (if any) might be preventing more trauma-informed implementation in these areas?**

4. **What strengths or resources do you already have that could help address these gaps?**