



Business

What does trauma look like in Lenawee County?

Adverse Childhood Experiences (ACEs) are stressful or traumatic events, including abuse, neglect, or household challenges. The number of ACEs a person has is one way to measure the amount of trauma they have experienced. ACEs are strongly related to the development and prevalence of health problems throughout a person's lifespan.¹

15 %

of Lenawee County Adults have 4 or more ACEs²

Lenawee County Adult Behaviors ²	Experienced 4 or more ACEs	Did not experience any ACEs
Classified as overweight or obese by BMI	83%	73%
Current drinker	73%	48%
Binge drinker	35%	32%
Had an income less than \$25000	33%	21%
Current smoker	15%	8%
Used recreational drugs in the past 6 months	11%	2%
Misused medication in the past 6 months	11%	4%
Contemplated suicide in the past 12 months	7%	2%

What does trauma mean in the workplace?³

As noted above, a history of ACEs can have a significant impact on an individual as an adult. Research shows that the conditions and behaviors caused by ACEs are often the same conditions and behaviors that lead to absenteeism, job problems, and other indicators of poor worker performance.

In fact, when compared to workers who did not experience any ACEs, workers who experienced 4 or more ACEs are over twice as likely to report poor performance in the workplace.

Adverse Childhood Experiences



Areas of Health and Well-Being

- | | |
|--|---|
| Relationship Problems | Somatic Symptoms |
| <ul style="list-style-type: none"> • Marital • Family • Sexual | <ul style="list-style-type: none"> • Back pain • Headaches • Joint problems |
| Emotional Distress | Substance Abuse |
| <ul style="list-style-type: none"> • Depressed mood • Panic reactions • Difficulty with anger | <ul style="list-style-type: none"> • Alcoholism • Smoking • Illicit drug use |



Poor Worker Performance

What can be done about trauma?

Considering trauma when approaching problems requires a significant change in mindset. Being Trauma-Informed is based on six key principles⁴:

- Safety
- Trustworthiness & Transparency
- Peer Support
- Collaboration & Mutuality
- Empowerment, Voice, & Choice
- Cultural, Historical, & Gender Issues

In the workplace, this means engaging in a continuous improvement process that recognizes employees and customers as complex individuals with histories that impact them and creating an environment where everyone can operate safely and comfortably. By becoming Trauma-Informed, a business can interrupt the connection between past trauma and current performance.

How does a business become Trauma-Informed?⁵

1. Conduct an organizational assessment.
It is important to conduct a baseline assessment and reassess periodically, using the feedback to improve.
2. Work towards a paradigm shift
Becoming Trauma-Informed requires a significant shift from "How we've always done things." It's not a one-and-done implementation.
3. Emphasize safety
The foundation of becoming Trauma-Informed is creating a safe environment for everyone who is served by or works for your business.
4. Create a culture of wellness and self-care
The organizational culture must reflect the values of wellness and self-care for employees, supervisors, and customers.
5. Include everyone
Becoming Trauma-Informed is an organization-wide approach that should impact every element of your business and involve all staff.

How can I learn more about becoming Trauma-Informed?

The Lenawee Collective Impact Core is committed to building a Trauma-Informed Lenawee County. They can provide assessment support, technical assistance, and other resources to businesses interested in becoming Trauma-Informed.

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References

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- ² Lenawee County Community Health Assessment. (2018). ProMedica Bixby Hospital & Lenawee Health Network.
- ³ Childhood Abuse, Household Dysfunction, and Indicators of Impaired Adult Worker Performance. (2004) Anda, et al. *The Permanente Journal*. 8(1).
- ⁴ A Treatment Improvement Protocol: Trauma Informed Care in Behavioral Health Services. (2014). SAMHSA.
- ⁵ Five Key Elements to Trauma Informed Care. (2018). Relias.