

Trauma Informed Coaching:

What is it and why does it need to be
included in Coach Training programs

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Trauma Informed webinar guidelines:

Please exercise good self care during this webinar:

You may want to:

- pop out and back in
- pop out completely and wait for the replay
- turn off your video and just listen
- get up and move around (please turn off video if you do this)

Use the chat feature to let us know if there are connection issues or if you have a question or are signing off, but

Please no sharing of experiences in the chat room, whether a client story, or something relating to you.

Webinar Objective:

My intention is:

- Strengthen the impact of your coaching programs through enhancing your awareness of trauma informed coaching and its application
- Inspire you to continue your growth and learning journey
- Enjoy this time with you!

From the ICF website:

“Coaching is a thought-provoking and creative *partnership* that inspires clients to maximize their personal and professional potential, often *unlocking* previously untapped *sources* of imagination, productivity and leadership.”

Limiting and Outdated Beliefs



- ❖ 'Trauma' refers to an external event, like a car accident.
- ❖ 'Trauma' must only be dealt with by therapists; coaches must always refer out 'trauma work'.
- ❖ The past, the present and the future are separate and coaching only deals with present and future.

Limiting and Outdated Beliefs (con't)

- ❖ There is a clear distinction between psychotherapy and coaching.
- ❖ All psychotherapists/mental health professionals are trauma-informed and are capable of safely resolving trauma.

- ▶ These pervasive mis-understandings/outdated beliefs put an unnecessarily ceiling on the effectiveness of an individual Coach as well as the effectiveness of the overall Coaching Profession.
- ▶ With appropriate education and training, Coaches are well-positioned to engage in the powerful work of Trauma-Informed Coaching.

Older definition of trauma:

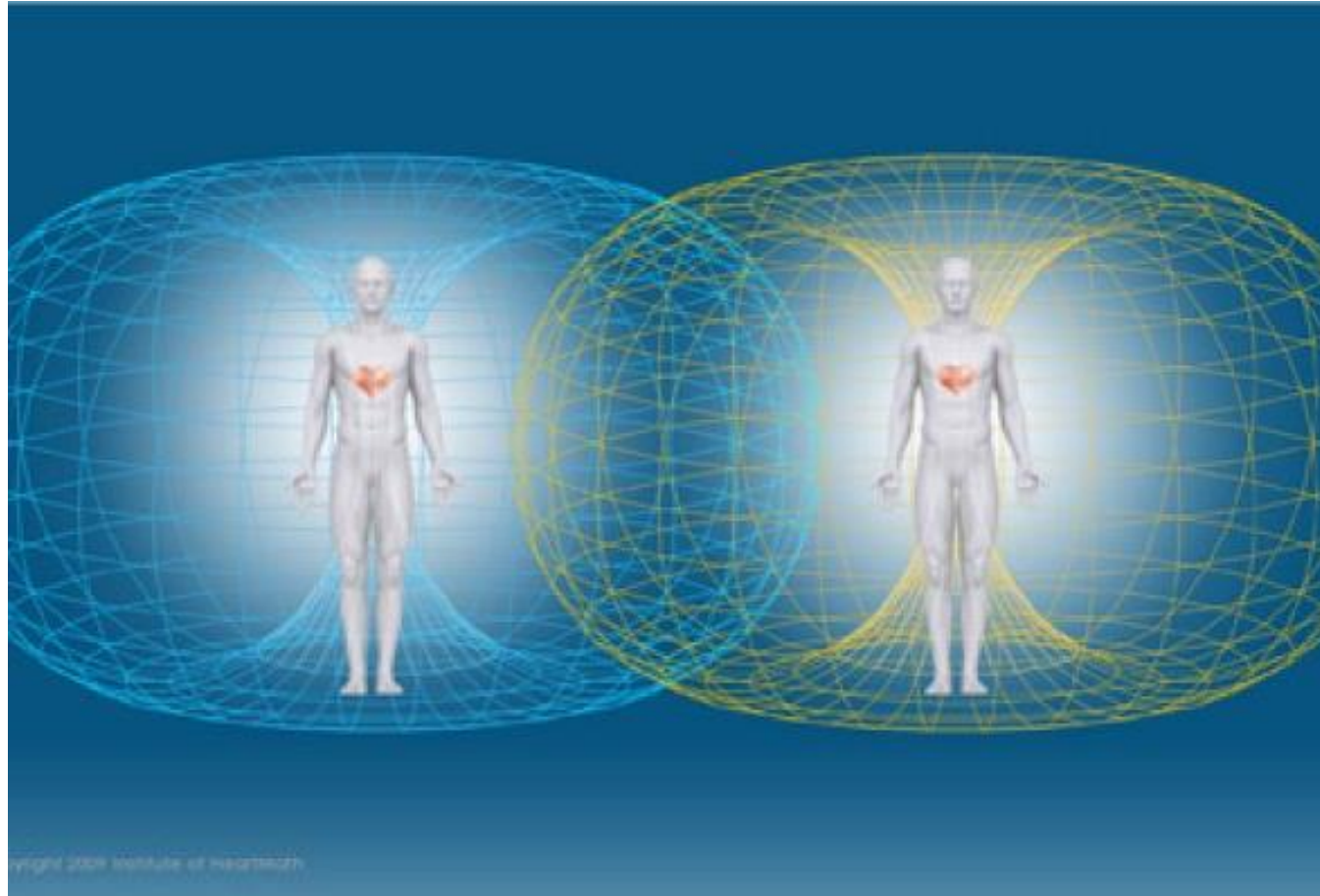
Psychology Today describes it as:

...severe psychological distress following any terrible or life-threatening event.

Updated and helpful definition of Trauma:

- ▶ ‘Trauma’ is a natural, protective, unconscious *energetic response* of the body to information that is presented to it too fast, too soon, too much
- ▶ And which is *neuro- perceived* to threaten something of meaning to that body.

#1 EVERYTHING IS ENERGY



Practitioner Client/Patient Coregulation



#2 WE ARE EMOTIONAL BEINGS



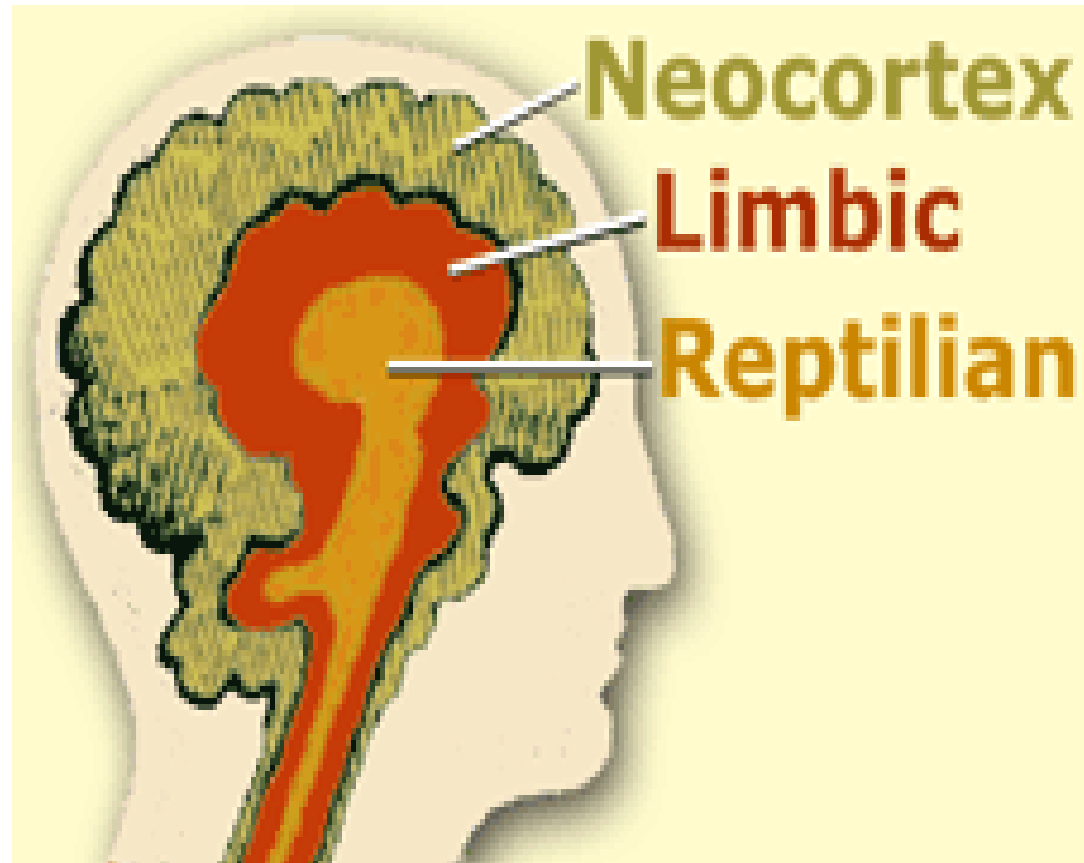
#3 EVOLUTION PRIORITIZES SAFETY

- ▶ Physical Survival
- ▶ Psychological Survival



Triune Brain

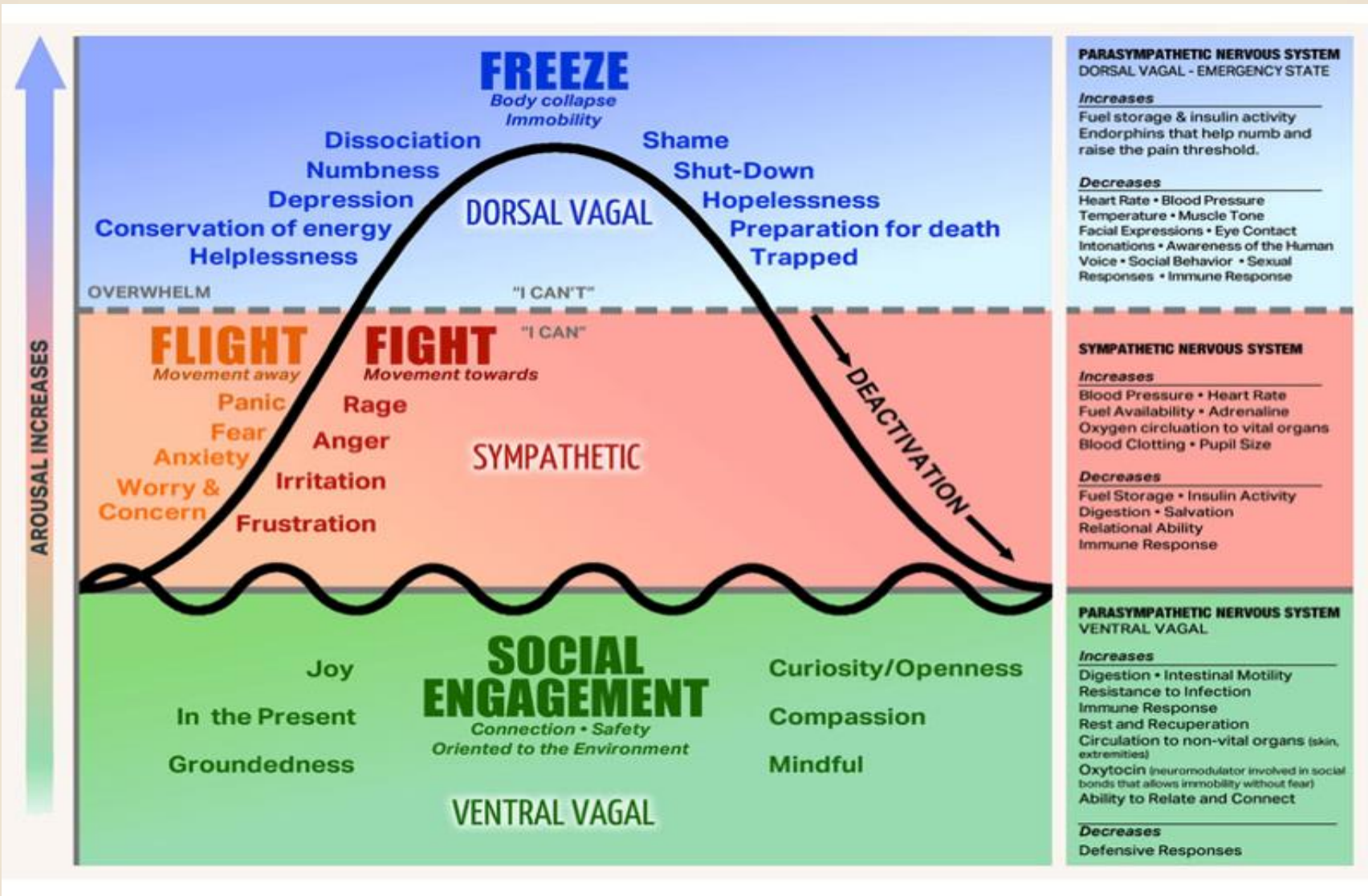
Dr. Paul MacLean



Polyvagal Theory

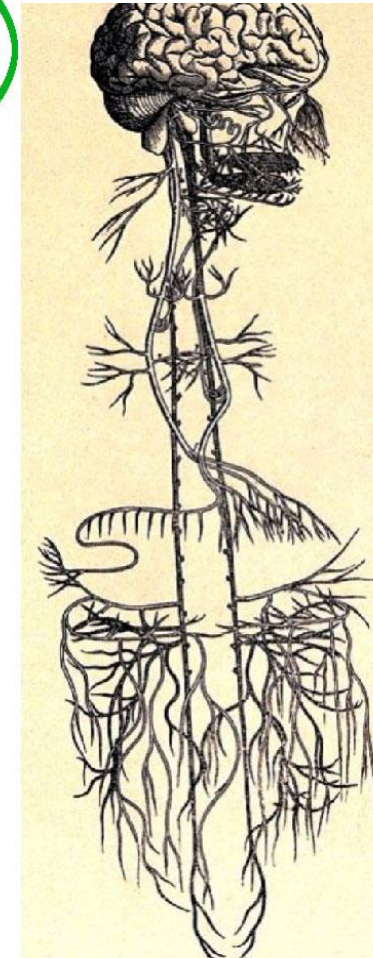
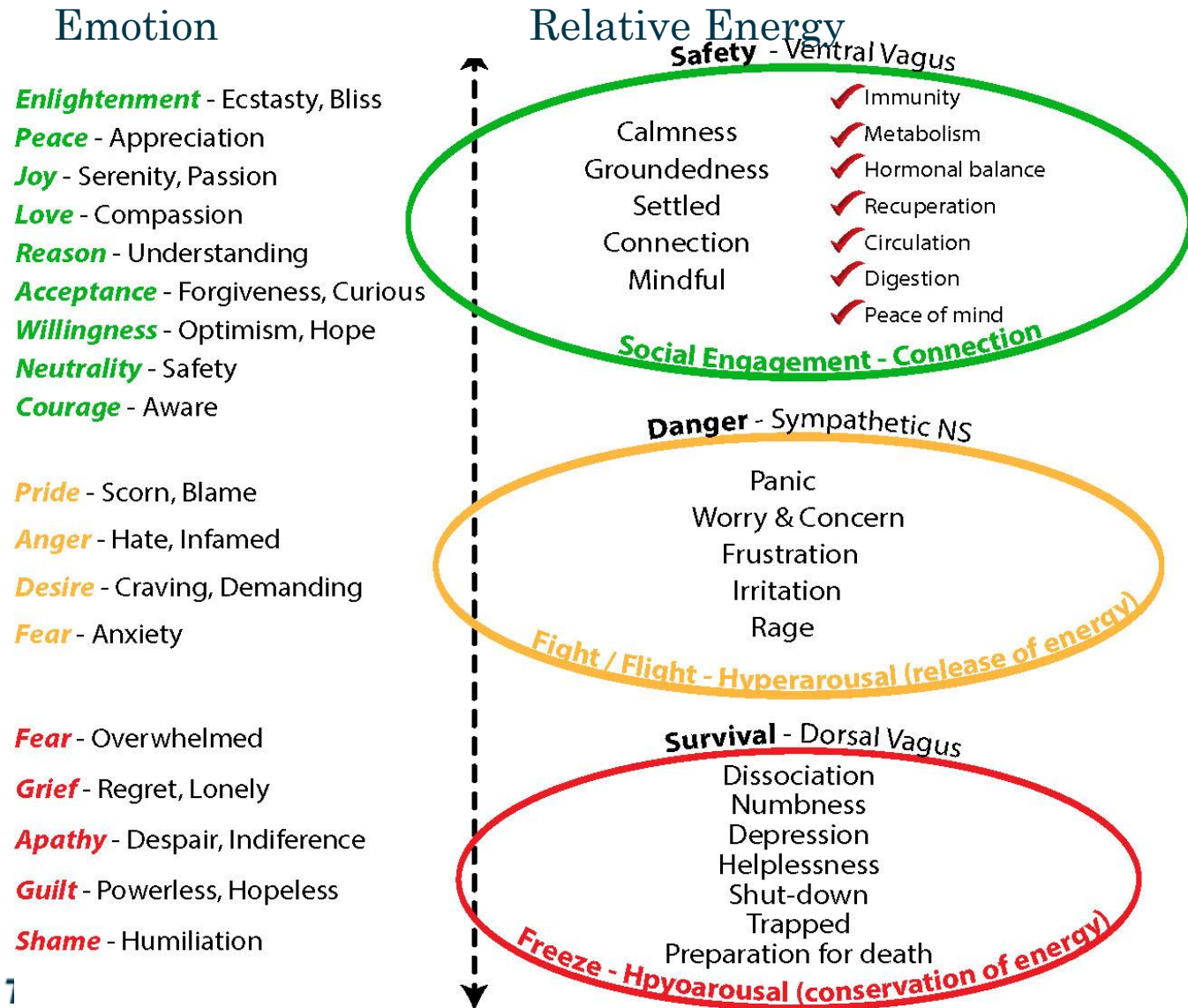
Dr. Stephen Porges

- ▶ A three stage understanding of the Autonomic Nervous System and how it responds to threat.



Human Emotion Vibrational Scale — adapted from Power versus Force, Dr. David Hawkins

Adapted by Mona Meyer from Stephen Forges, David Hawkins, and Ruby Jo Walker



Source: Wellcome Library/Public Domain

Neuroception

- ▶ Underneath our awareness, our body mind is constantly scanning for threat, both internal & external threat.
- ▶ The body mind has evolved over time, developing different biological defenses to threat.
- ▶ Neuroception comes first, then perception of sensations and emotions, then story telling (thoughts, beliefs).
- ▶ Neuroceptive safety is paramount. If the system is not energetically experiencing safety, no significant and sustainable growth will occur.



IMPLICATION

EVERY PROBLEM, in any part of our lives, is:

- ▶ **ENERGETIC**
- ▶ **EMOTIONAL**
- ▶ **STEMS from an unprocessed THREAT TO OUR SURVIVAL (usually subconscious)**



IMPLICATION
THE SUSTAINABLE SOLUTION TO EVERY PROBLEM, in any part of our lives, must be:

- ▶ **ENERGETIC**
- ▶ **EMOTIONAL**
- ▶ **CREATE SAFETY at a subconscious level**



- ▶ The body comes ‘factory-loaded’ with natural unconscious ways to protect itself and discharge trauma
- ▶ Many of these have been socially, culturally conditioned as unacceptable
- ▶ Resulting in energetic trauma responses being stored in the body as intense capsules of ‘survival energy’



- ▶ Time does not ‘heal’ these trauma capsules,
- ▶ Rather, the protective survival nature of trauma capsules increases the possibility of new trauma capsules.



- ▶ The presence of these stuck capsules of trauma energy stored in the human body limits the individual's capacity for growth and expansion into their greatest potential.
- ▶ The existence of these stuck survival energies can be recognized in the patterns of cognition, emotion, body sensations and behaviours of the individual.

Some different types of trauma:

- ▶ Experienced by an individual in their lifetime:
 - ▶ Experienced personally in family and institutions (at all ages and stages; ACE's)
 - ▶ Vicarious/secondary trauma
 - ▶ Moral injury

- ▶ Cultural/Historic trauma
- ▶ Intergenerational
 - ▶ By family patterns of thought, emotion, behaviour
 - ▶ Epigenetic transmission through changes in DNA

“Trauma can spread from one body to another, like a contagious disease - through families and from generation to generation.” Resmaa Menakem, My Grandmother’s Hands

- ▶ The presence of unresolved stuck trauma energies directly impact the individual's quality of life in all areas:
 - ▶ Health, Wealth, Relationships, Career, Spirituality,
 - ▶ Experience of Love and Joy



- ▶ Similarly, all organizational systems hold unresolved trauma capsules that limit their capacity for growth and expansion into their greatest potential,
- ▶ Which in turn limits the capacity for individual growth and expansion.

▶ *“We will not change this situation through training, traditional education, or other appeals to the cognitive brain. We need to begin with the body and its relationship to trauma.”*

▶ Resmaa Menakem, *My Grandmother's Hands*

- ▶ Fortunately,
 - ▶ With new understandings of how trauma capsules are created and held in the body,
 - ▶ With new understandings of neuroplasticity
 - ▶ With evolved strategies that focus on the safety of the body and unconscious energies, and can safely resolve trauma capsules
- ▶ The survival energy encapsulated in trauma responses can be slowly recaptured and directed toward the creation of the client's desired life.

- ▶ Reducing/eliminating the extent of an individual's trauma capsules will not only improve the quality of *their* life,
- ▶ But also improve their capacity to reduce/eliminate organizational trauma capsules helping those systems to create the energetic capacity to evolve into their greatest potential.

- ▶ Every Coach and every coaching Client is holding many unresolved trauma capsules which impact them individually and affect their capacity for ‘presence’
- ▶ Every Coach and Client are being held in systems (organizations, institutions, cultural and societal norms) which hold many many unresolved intense survival energy capsules. These cultural capsules limit the potential for imagination, productivity and leadership of both Coach and Client.

- ▶ All of this directly impacts the quality of the coaching relationship.



So, what to do?

Move our Coach Training Programs toward a Trauma-informed framework

- ✓ Include bio/psycho education about trauma and the body
- ✓ Bring a deeper focus on the body, it's sensations and emotions and experience in the moment. Learning to 'settle it'.
- ✓ Build skills in area of working more directly with unconscious information not accessible through talk alone
- ✓ Include techniques that work more directly with energy (like EFT)

At the National EFT Training Institute

Use a 4 phase model based on

Trauma Recovery first and foremost (Phase 1 & 4)

Only moving into Trauma Resolution as required.

Phase 1: Self regulation, symptom management, stress management, current issues

Phase 4: Neuroplasticity and rebuilding the nervous system

Phase 2: Resolution of adult trauma and past painful events

Phase 3: Resolution of childhood trauma and past painful events

Trauma-informed coaching recognizes that it is the energetic fingerprint of unresolved trauma responses in the body which limits access to the source of imagination, productivity and leadership.

It acknowledges that every person carries a legacy of trauma in their body which limits their experience of joy, love, compassion and potential.

Trauma-informed coaching recognizes the reality and implications of trauma as an organizing principle of human existence and relationship.”

Nancy Forrester 2020

From Peter Levine

- ▶ *“I have come to the conclusion that human beings are born with an innate capacity to triumph over trauma ... in so doing, we will significantly increase our ability to achieve both our individual and collective dreams.”*

Next Steps/References

→ **ACES: Nadine Burke Harris**

https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_across_a_lifetime

<https://www.cdc.gov/violenceprevention/childabuseandneglect/acestudy/index.html>

→ **Dr. Gabor Mate**

<https://www.bing.com/videos/search?q=dr.+gabor+mate&view=detail&mid=10D58BF66A513869295810D58BF66A5138692958&FORM=VIRE>