

Trauma-Informed Organizational Readiness Assessment

Assessing organizational readiness to adopt a trauma-informed approach is an important and often overlooked step in the change process. It is important to gauge level of readiness to adopt a trauma-informed approach and to identify potential readiness issues in three key areas.

- **Motivation.** How motivated is the agency to adopt a trauma-sensitive approach? Who in the agency is most motivated and where is motivation lacking (e.g., particular groups of staff, particular departments/programs)?
- **General Capacity.** How well is the agency currently operating? Is there a strong foundation from which to build?
- **Intervention-Specific Capacity.** What specific capacities are needed to adopt a trauma-informed approach? What level of expertise related to trauma already exists within the agency? What expertise will you need to build? Who will champion these efforts?

Use the readiness assessment provided here to assist you in determine your agency's readiness to adopt a trauma-informed approach. You may use this tool at the beginning and throughout the change process to maintain an ongoing focus on readiness and changes to key readiness areas over time. Agencies that are adopting a trauma-informed approach incrementally, may consider using this assessment with a particular program.

Instructions

1. Consider when to administer the survey. Some level of introductory training on trauma-informed care enables staff to answer assessment questions in an informed manner.
2. Determine the method of administration. For example, you may print and distribute paper copies of the survey during a staff meeting, or you may use a simple online survey tool such as SurveyMonkey[®] with built-in mechanisms for tallying results.
3. Provide staff with access to the survey, explain the reason you need their input, and give them a time limit for completion.
4. Compile the survey responses to identify strengths and potential challenges that may need attention. If you have an agency working group focused on these efforts, this group can review the results together and plan for communicating results to staff.

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Please rate on a scale of 1–4 (1: strongly disagree–4: strongly agree) the extent to which you agree with the following statements.

Section 1	Strongly Disagree	Disagree	Agree	Strongly Agree
1. A trauma-informed approach is different from existing universal supports already in place for service users at our agency.	1	2	3	4
2. Further adopting a trauma-informed approach would add significant value to existing practices and approaches at our agency.	1	2	3	4
3. A trauma-informed approach is consistent with our agency values and culture.	1	2	3	4
4. A trauma-informed approach is compatible (aligns well) with existing programs and approaches already being used at our agency.	1	2	3	4
5. Adopting a trauma-informed approach will help us meet the needs of service users and staff.	1	2	3	4
6. It is realistic and achievable for our agency to implement trauma-informed practices agency-wide.	1	2	3	4
7. Positive outcomes from adopting a trauma-informed approach will be easily visible to staff.	1	2	3	4
8. Adopting a trauma-informed approach is a priority for our agency.	1	2	3	4
Section 2	Strongly Disagree	Disagree	Agree	Strongly Agree
9. My agency operates well in the day-to-day.	1	2	3	4
10. Staff receives the support they need in their varied positions.	1	2	3	4
11. Staff feels respected and valued.	1	2	3	4
12. Leadership supports existing interventions and approaches.	1	2	3	4
13. Agency staff is open to making changes and trying new things.	1	2	3	4
14. Staff receives adequate training to adopt new approaches.	1	2	3	4
15. Staff in different roles have opportunities to collaborate.	1	2	3	4
16. Communication across support, instructional, and leadership staff in my agency is bidirectional, clear, and timely.	1	2	3	4
17. Staff has the general skills, expertise, and education needed to do their jobs.	1	2	3	4

Section 3	Strongly Disagree	Disagree	Agree	Strongly Agree
18. The agency has the capacity to build staff knowledge needed to adopt a trauma-informed approach.	1	2	3	4
19. The agency has the capacity to build staff skills needed to adopt a trauma-informed approach.	1	2	3	4
20. There are a variety of staff who would champion this approach in our agency.	1	2	3	4
21. Staff has clear support from leadership to adopt a trauma-informed approach.	1	2	3	4
22. The agency has enough resources to adopt a trauma-informed approach.	1	2	3	4
23. The agency has the capacity to develop the systems and processes needed to adopt a trauma-informed approach.	1	2	3	4