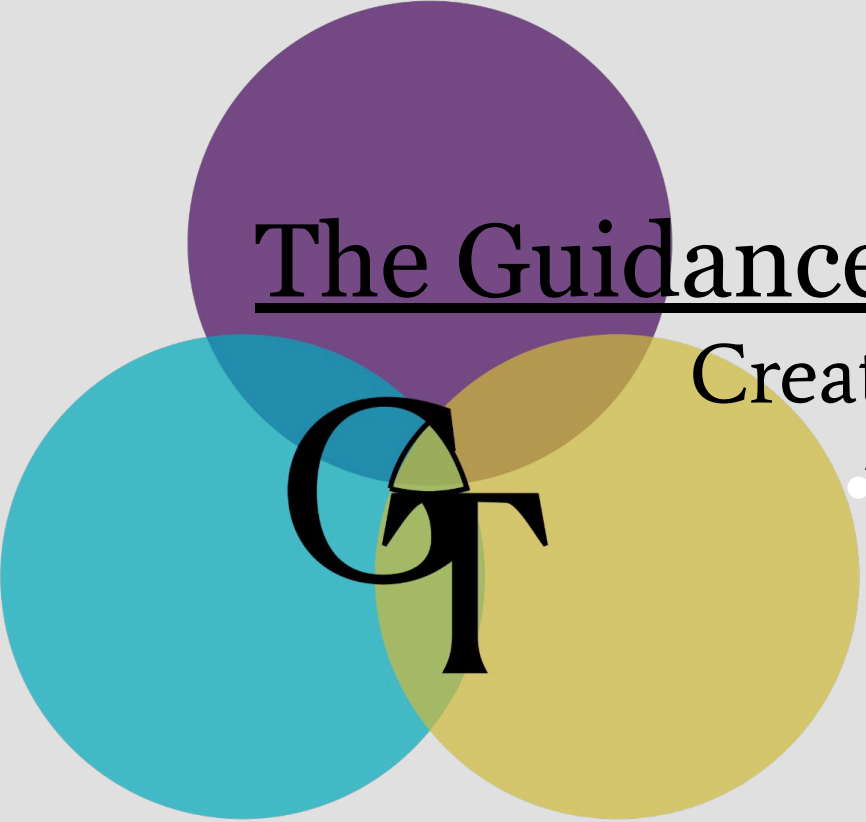




# The Guidance Triad for Leaders:

Creating a work environment  
• that is positive, anti-bias,  
and trauma-informed

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# WELCOME!

Introductions

Expectations

Review agenda

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# Big Question:

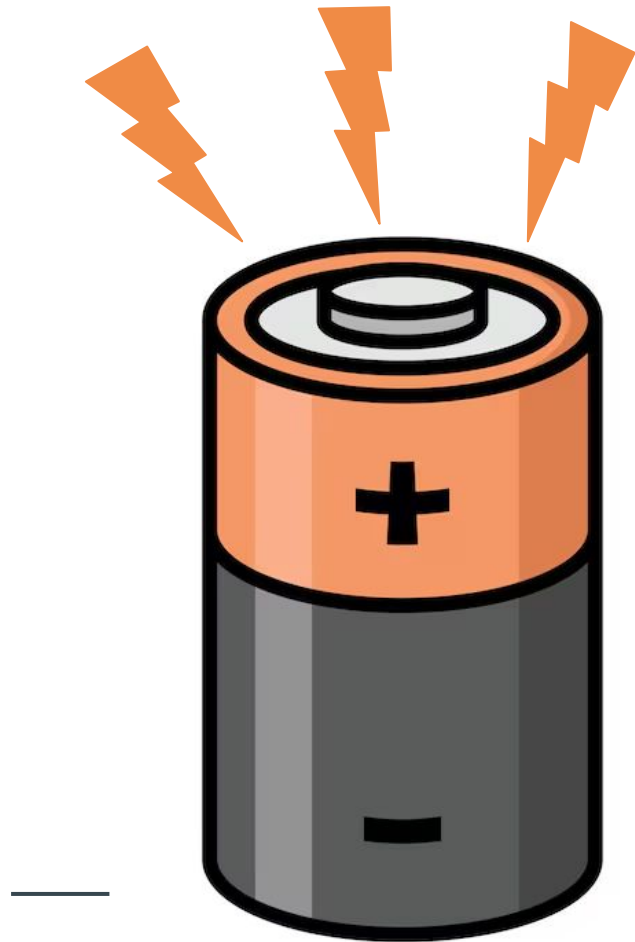
What does it mean to create  
a positive work  
environment?

A trauma-informed work  
environment? An anti-bias  
work environment?

And why does it matter?



Section 1  
Positive  
Leadership



# What does a positive work environment feel like to you?

Word Cloud

**Pull out your  
phone to  
interact with the  
slide!**



<https://ahaslides.com/W7YHA>



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Finding the  
balance between  
toxic positivity &  
authenticity



**I DON'T WANT A  
VALUABLE LIFE LESSON**



**I JUST WANT AN ICE CREAM**

## Toxic Positivity...

- Pretending everything is fine
- Offering platitudes in the wake of hardship
- Not allowing oneself to feel the whole spectrum of emotion
- Ignoring or burying tough emotions or experiences.
- “It made me stronger/tougher/better so it couldn’t have been that bad!”

---

You can create an authentic environment  
that allows people to be vulnerable while  
**STILL** holding boundaries.

**Pause & Reflect:**

What is one boundary that you have not  
enforced? Will you enforce it now?



 Multiple Choice

A boundary I will be better at enforcing is...



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## Section 2

# Trauma-Informed

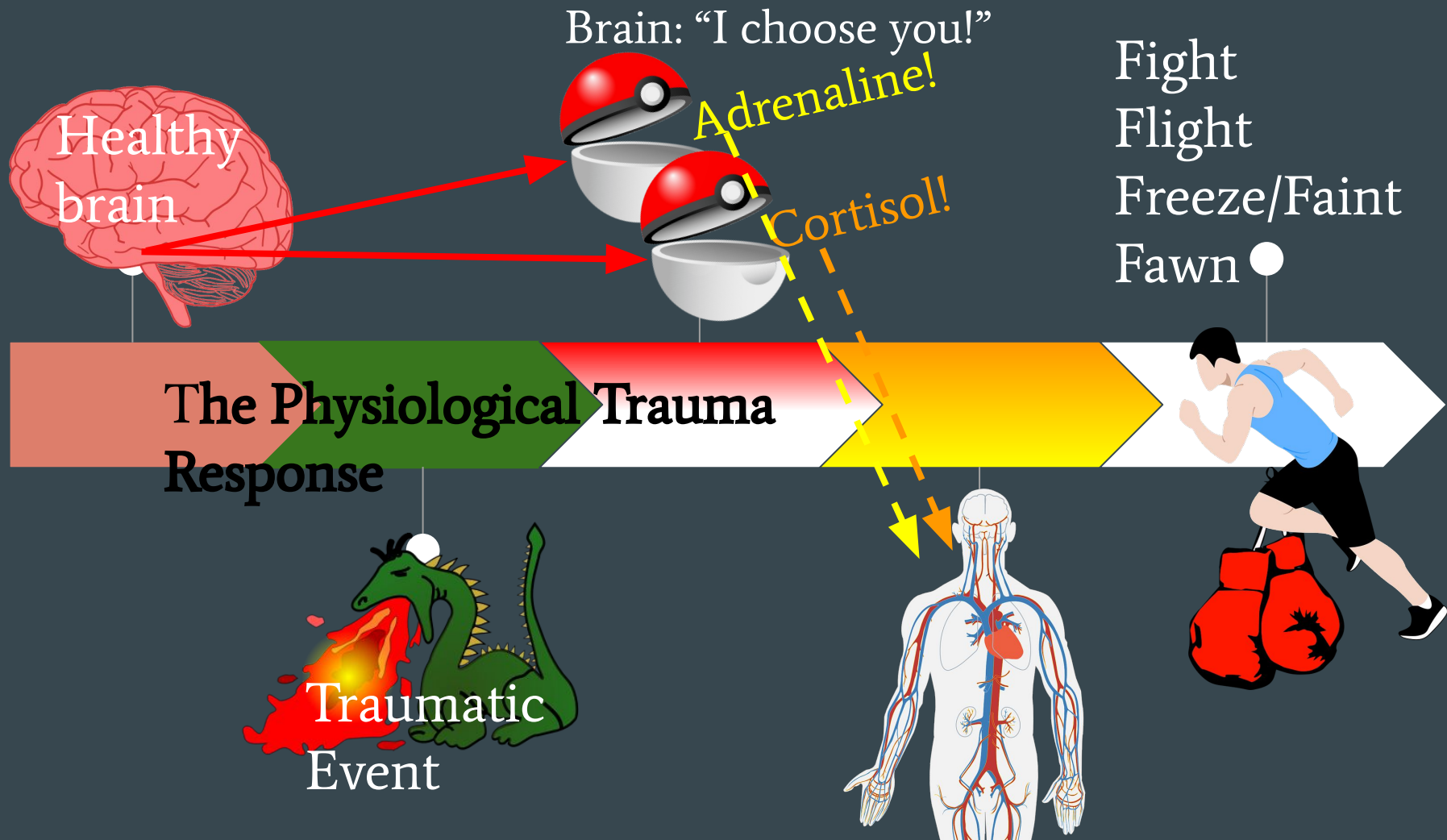
**“Big T” trauma**



**To be human is to  
experience trauma**

**“little t” trauma**





# the Truth about Trauma

- a) It happens to everyone
- b) But not everyone responds the same way...

*What makes us respond differently?*



**Fight!**

**Freeze/Faint!**

**Flight!**

**Fawn!**

Adults have trauma.

You never know what might trigger it (i.e. cleaning the sink).

Give your team members an “out” without disclosing their trauma.

Embrace the philosophy:  
“Challenge by choice.”

Normalize mental health days and resources



# Self-Reflection (challenge by choice!)



I feel \_\_\_\_\_ when...

Sensations I notice in my body are...

I can usually self-regulate by...

If that doesn't work, I can...

**How does your personal experience  
affect your work style? Your  
interactions with others?**

**Short Break!**



Section 3  
Anti-Bias

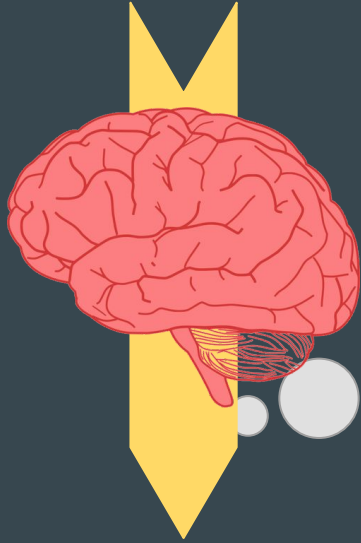
Easy as...



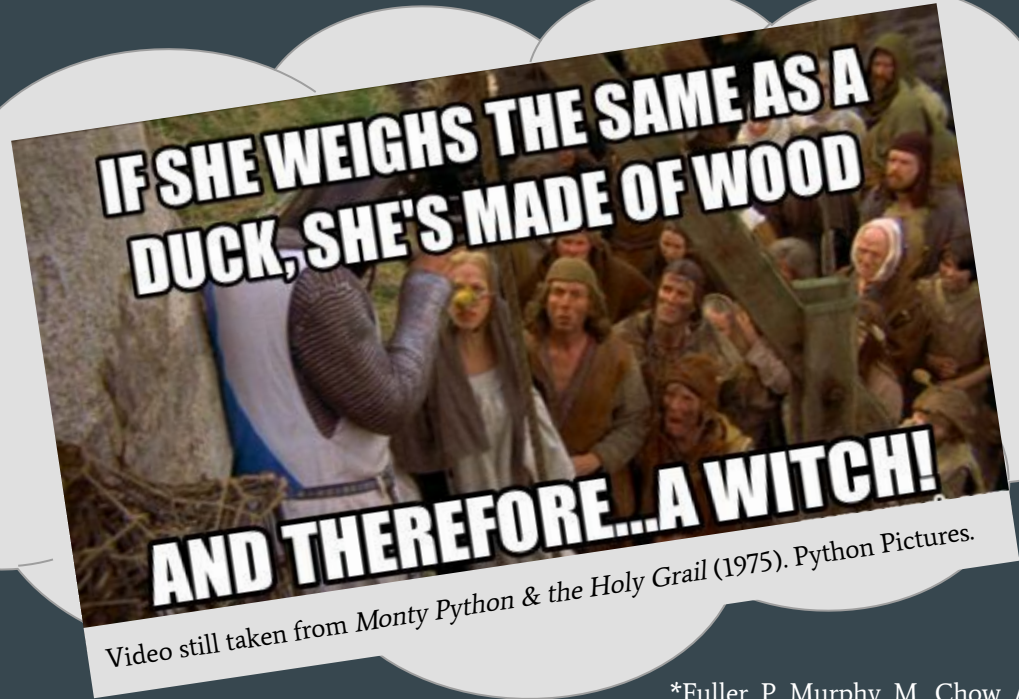
Analyze Biases Constantly!

Bias comes from the brain's inability to process all incoming information:  
To save time, it creates shortcuts. But the logic of those shortcuts is... questionable.

11 Million  
pieces of information\*



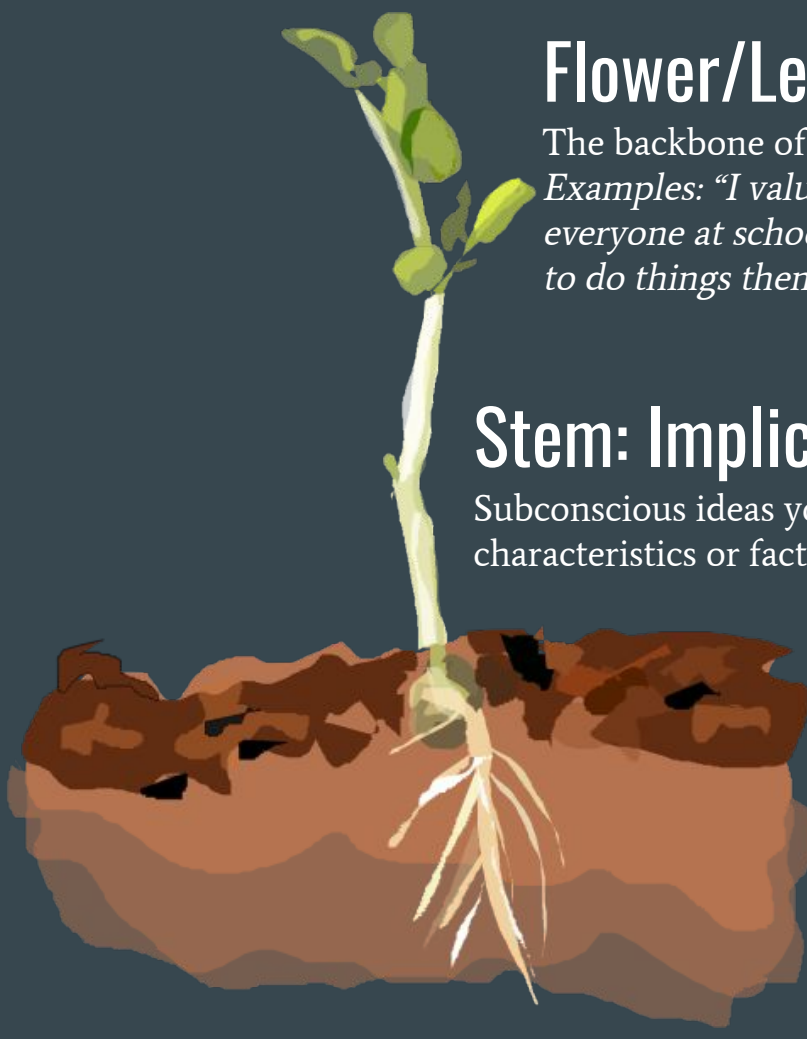
40 pieces of information  
CONSCIOUSLY processed



\*Fuller, P., Murphy, M., Chow, A. (2020).

# Examining our own bias





## Flower/Leaves: Values & Beliefs

The backbone of who you are, shaped by your funds of knowledge.

*Examples: “I value equality, so I believe children should include everyone at school” or “I value independence, so I believe children need to do things themselves.”*

## Stem: Implicit Biases

Subconscious ideas you have about groups of people based on certain characteristics or factors, based on your funds of knowledge.

## Roots: Fund of Knowledge

Those contributing factors that shaped your knowledge of the world when you were younger. Examples: *Education, religion, family, extracurricular activities, geographic location, socioeconomic status, race, culture, family traditions, travel, etc*

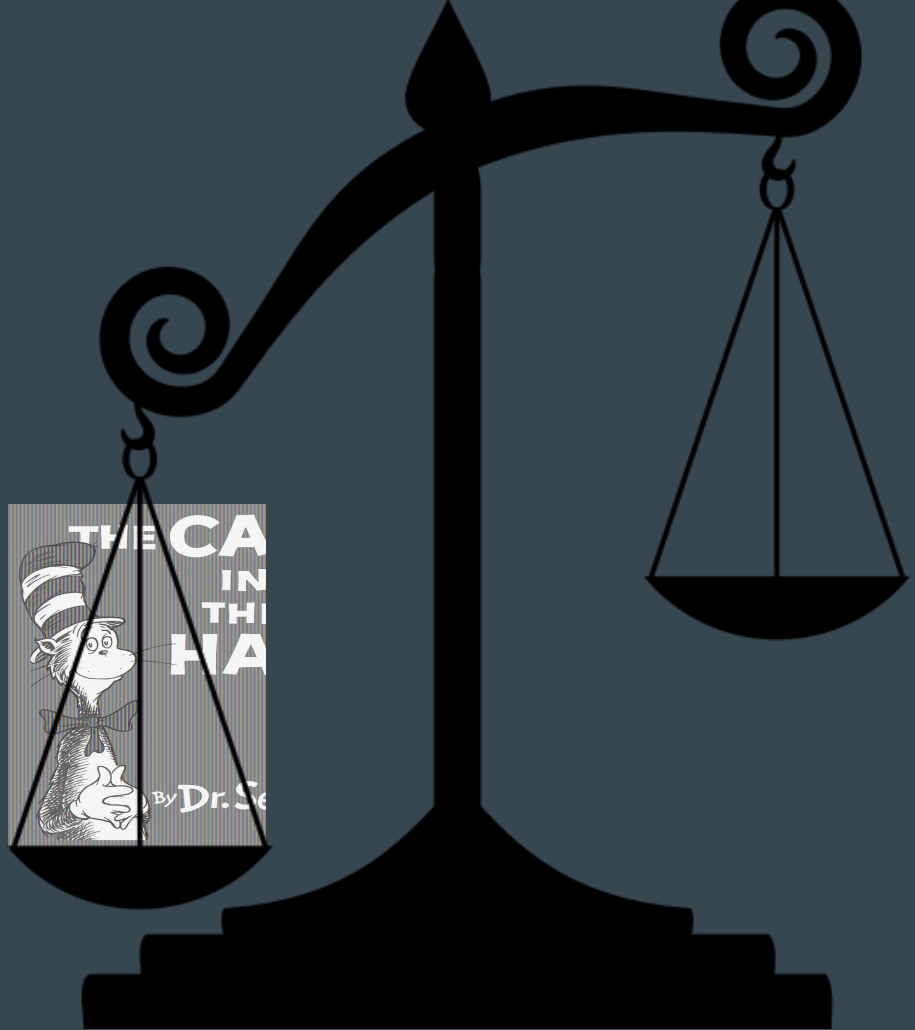


We have work to do!

Recognizing our biases is a  
GREAT first step!

What comes next?

Living our values! For example if you  
want to be anti-racist, start  
supporting anti-racist organizations,  
authors, artists, etc and STOP  
supporting racist causes, programs,  
people (like Dr. Seuss)



# Be Curious, Not Furious!

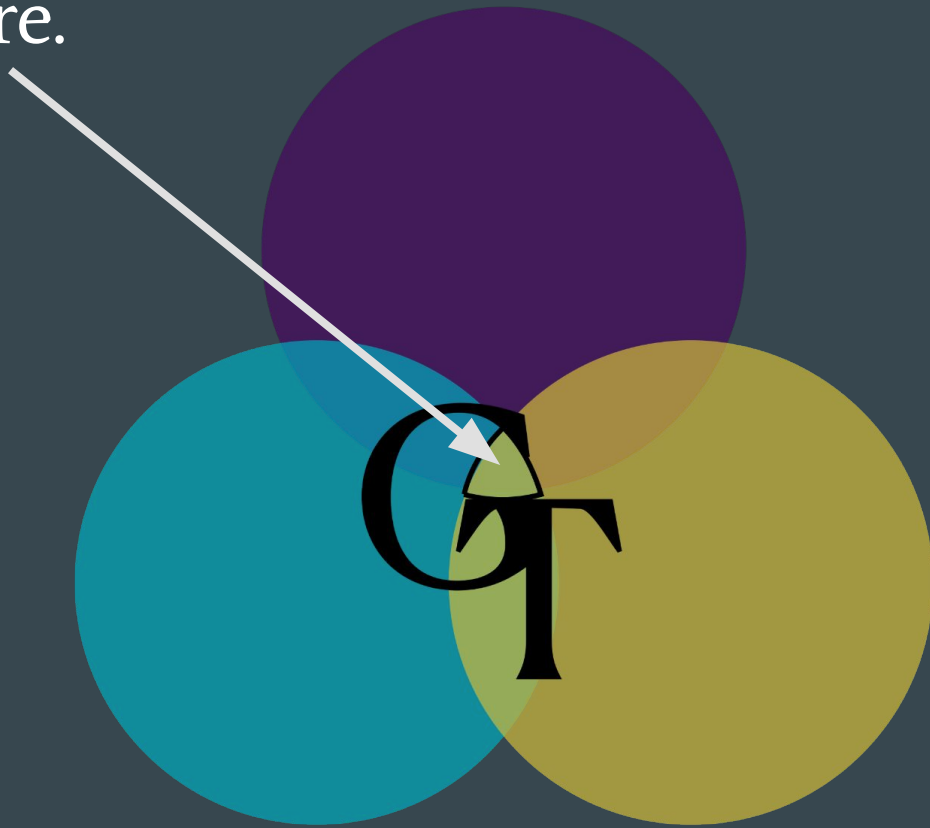
## Calling in vs. calling out



May be uncomfortable but will get easier over time.  
Invites continued conversation  
Expansive, room for growth  
Inquiry-based  
Requires openness and a willingness to learn.

May cause shame  
People may react defensively  
People feel “singled out”  
Leaves no room for growth  
Isolating

You are here.



Where do we go from here?

You are here.

Where do we go from here?



Brainstorm



What questions, concerns,  
big ideas, or “ah-ha!”  
moments are bubbling up?



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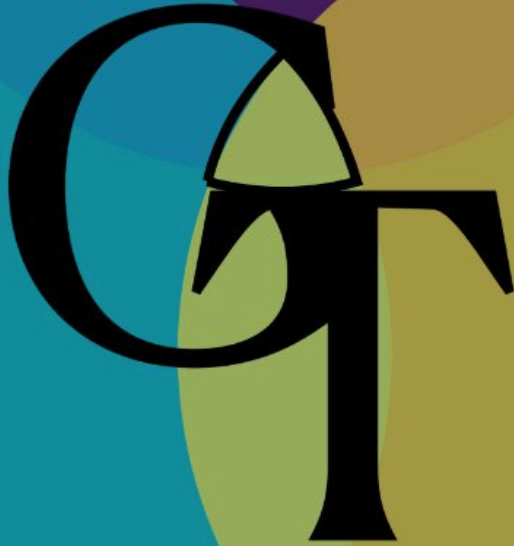
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# The Guidance Triad is not a checklist.

Not a leadership style or personality quiz.  
It is a process of intentional self-reflection & growth.



How do you reflect?

Who holds you accountable?

What steps will you take today  
to be more trauma-informed  
and anti-bias in your role?

Questions?

Gratitude & thanks

Post Reflection

