

Information for leaders working in home care

## A strengths-based organisation that promotes living a full and meaningful life

Trauma-informed Care is for individual workers and whole organisations as it is likely that many older people using the service have experienced trauma.

Trauma-informed Care can make services more accessible and safe by:

- providing information and services that help older people feel in control of their care
- ensuring care practices don't remind older people of their trauma and leave them feeling disempowered
- supporting worker safety and wellbeing so they can be more responsive to the needs of older people who have experienced trauma

### A focus on strengths

Trauma-informed Care is also about providing services that focus on a person's strengths and resources.

Even though a person who has experienced trauma may have developed mental health problems, they have survived and found ways to cope.

Organisations that promote a culture where older people's strengths are emphasised can support those individuals to thrive.

### Tips to encourage a strengths-based perspective

- Ensure policies and procedures acknowledge the unique strengths of each older person.
- Ensure strengths-based assessments are routinely conducted.
- Ensure that the strengths of clients are documented and shared with all relevant workers.
- Have mechanisms in place to support clients in accessing informal as well as formal support networks.

Trauma-informed Care helps ensure people receive care that reduces reminders of past trauma, and empowers the individual.



## Promoting a full and meaningful life

Organisations can support hope and independence for older people in the following ways:

- ensure that service provision includes the goals of promoting recovery from trauma and supporting quality of life
- create strong relationships and clear referral pathways with trauma recovery and support services
- provide training to workers about trauma and how people recover from trauma
- provide workers with the skills to discuss goals with their clients in a trauma-informed way
- regularly review practices that may get in the way of older people living a full and meaningful life

*“We want to build on older people’s strengths, take notice of how they cope, rather than focusing on what they can’t do”*

