



### EPISODE 008: Every Reaction Makes Sense with Shelby Leigh

When we're trauma informed, we learn how to care for and welcome people in our communities and people in our organizations. We acknowledge the impact we have on each other so we respond appropriately without causing additional harm. Safer spaces then help people to show up as authentically and fully as they can. This enables them to learn and grow more easily while feeling more supported and encouraged to participate in different environments. Some of the topics we discuss include the definition of being trauma informed, the window of tolerance, treating each other with compassion and ways we can feel connected.

We discuss:

- The definition for being trauma informed and what it means for employees and organizations.
- What the benefits and pitfalls are of a closed or open window of tolerance and how trauma makes us act in a more reactive way.
- Trauma is an emotional wound that affects all of us in different ways, especially since living through a pandemic.
- What it means for different people to feel connected to each other and be compassionate.
- Real life examples where organizations tripled in size after setting up structures and safer spaces that allowed employees to feel heard and seen.

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