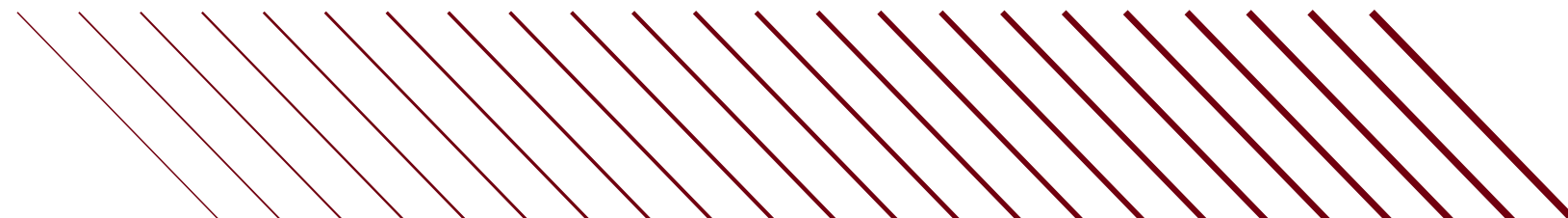




# Healing Trauma to Increase Resiliency to Create Workplace Success

**Presented by: William Deck, Founder and CEO of MindBusiness LLC.**





# Our Agenda

## Topics

1. Introductions
2. About Us
3. Credentials
4. Why Discuss Trauma?
5. Trauma Defined (slides 6-10)
6. The Trauma-Workplace Connection (slides 11-15)
7. Action Steps to Begin Healing Trauma (slides 16-19)
8. Final Thoughts and Closing Remarks
9. Contact Us





# ABOUT US

**We are an organizational coaching and consulting firm that specializes in mental fitness. We help our clients unlock their success potential by addressing and removing the subconscious roots of their self-sabotaging thoughts, emotions and behaviors that ultimately suppress their inner warrior.**

**When you work with us, we will teach you the habits of an "everyday warrior" in order to help you (and your team) become more confident, committed and courageous over time. We believe that you (as an individual and organization) must become a proactive participant in your own salvation. The more you put in, the more you get out.**





# Credentials

- 1 10+ years of corporate and nonprofit consulting, sales, leadership and workforce development experience.**
- 2 5+ years of experience coaching senior leaders and mid-level managers in several industries.**
- 3 15 years of studying the mental principles of success (science of the mind).**





# **What is Trauma and Why are We Discussing it Today?**





# Trauma Defined

Trauma is a pervasive problem. It results from exposure to an incident or series of events that are emotionally disturbing or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional, and/or spiritual well-being.

Source: *Center for Healthcare Strategies*





# Three Types of Trauma

1

**Event:** Can be a single or repeated occurrence and may include harm and, especially in the experience of children, neglect.

2

**Experience:** Refers to how the person experiences the event(s) and recognizes that individuals can experience the same event(s) differently.

3

**Effects:** May occur immediately or be delayed (or both, as in the case of a current event retriggering past trauma), may be long- or short-term, and may not be recognized as connected to the original trauma.

Source: Center for Healthcare Strategies





## Types of Childhood Adversity



Source: National  
fund for Workforce  
Solutions



# **Mental and Emotional Impacts Caused by Trauma/ACE's**

- Fear
- Confusion
- Fight or flight impulses and responses
- Depression
- Anger
- Memory Loss
- Violence towards others or self
- Low self esteem
- Poor self-image

Source: *Center for Healthcare Strategies*





# Facts and Figures

1

**"More than 60 percent of American adults have as children experienced at least one ACE, and almost a quarter of adults have experienced 3 or more ACEs, likely an underestimate." -CDC, 2019**

2

**"The average percentage of adults reporting symptoms of anxiety and depression disorder rose from 11% in 2019 to 41.1% in 2021." -Kaiser Family Foundation**

3

**"In 2021 there was a 500% increase in mental health screenings compared to 2019 and a 101% increase in 2020. This represents a total increase of 5.4 million over 2 years." - Mental Health America**





**What is the  
Connection  
Between Trauma  
and Workplace  
Success?**



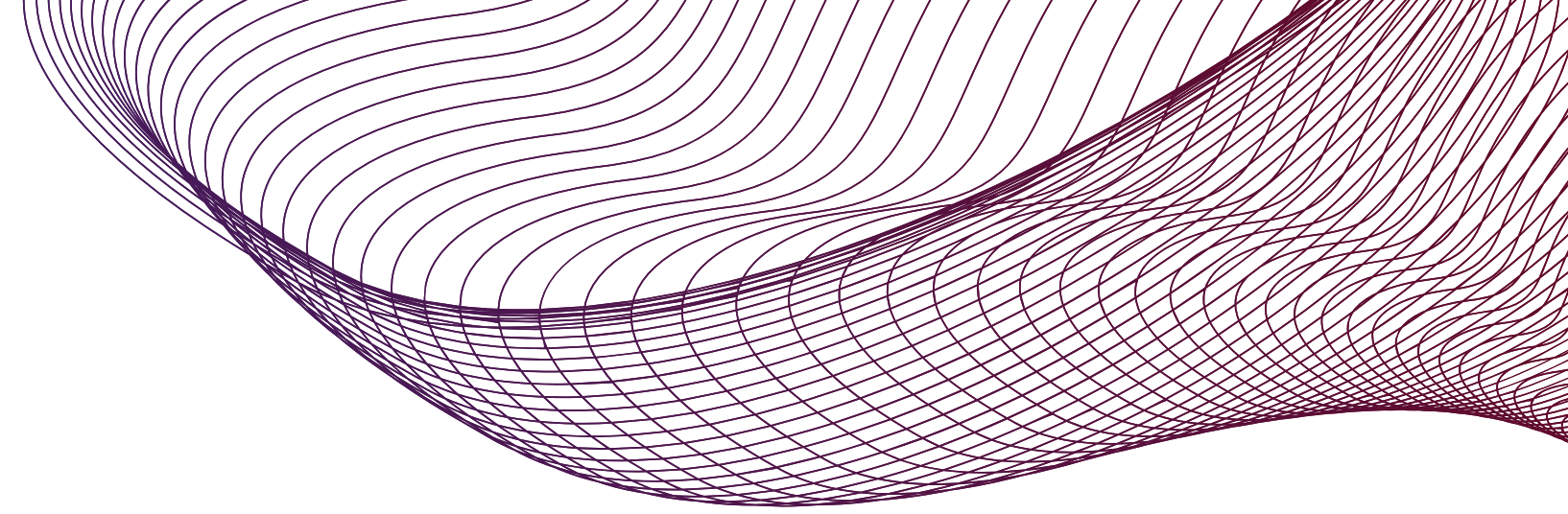


# The Toxic Stress Threshold

**Toxic stress:** The experience of strong, frequent, and/or prolonged adversity without adequate support or resilience.

- We all have stressors in our lives, but beyond a certain limit it becomes unmanageable, and we begin to spiral down into mental, emotional and physical imbalance.
- Without a strong mind-body connection, we tend to neglect self-care, as we can no longer "see" our unproductive words, actions and behaviors.

Source: National fund for Workforce Solutions





# The Trauma-Workplace Connection

1

**Destabilizing Issues:** Toxic stress overload caused by childhood trauma, pandemic overwhelm, death of a loved one, domestic violence, etc. (internal causes).

2

**Workplace Issues:** Toxic stress overload caused by poor company culture, ill-equipped managers and lack of HR structure impacting employee conduct and safety rules i.e., workplace bullying (external causes).

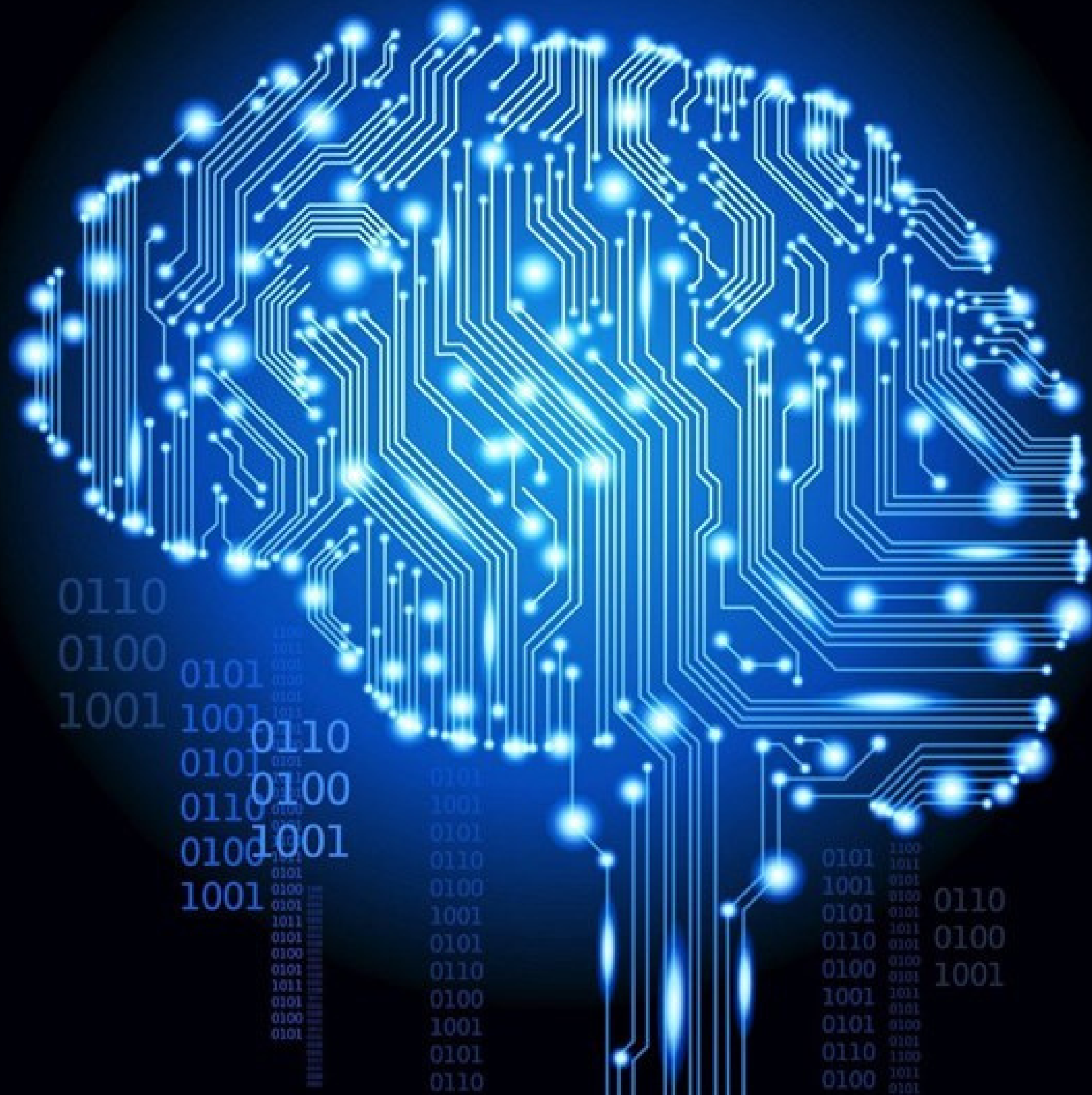
3

**Secondary Trauma:** Working with people with trauma and toxic stress overload that causes one to begin to take on the same PTSD symptoms of colleagues and clients.

Source: Center for Healthcare Strategies









## Conscious mind 10%

- Will Power
- Short Term Memory
- Logical Thinking
- Critical Thinking

## Subconscious mind 90%

- Beliefs
- Emotions
- Habits
- Values
- Protective reactions
- Long term memory
- Imagination
- Intuition





**What are action-based solutions that can help me heal from my traumas?**





# Three Psychological Principles to Consider (Identity Shift)

## 1. Self-image determines performance.

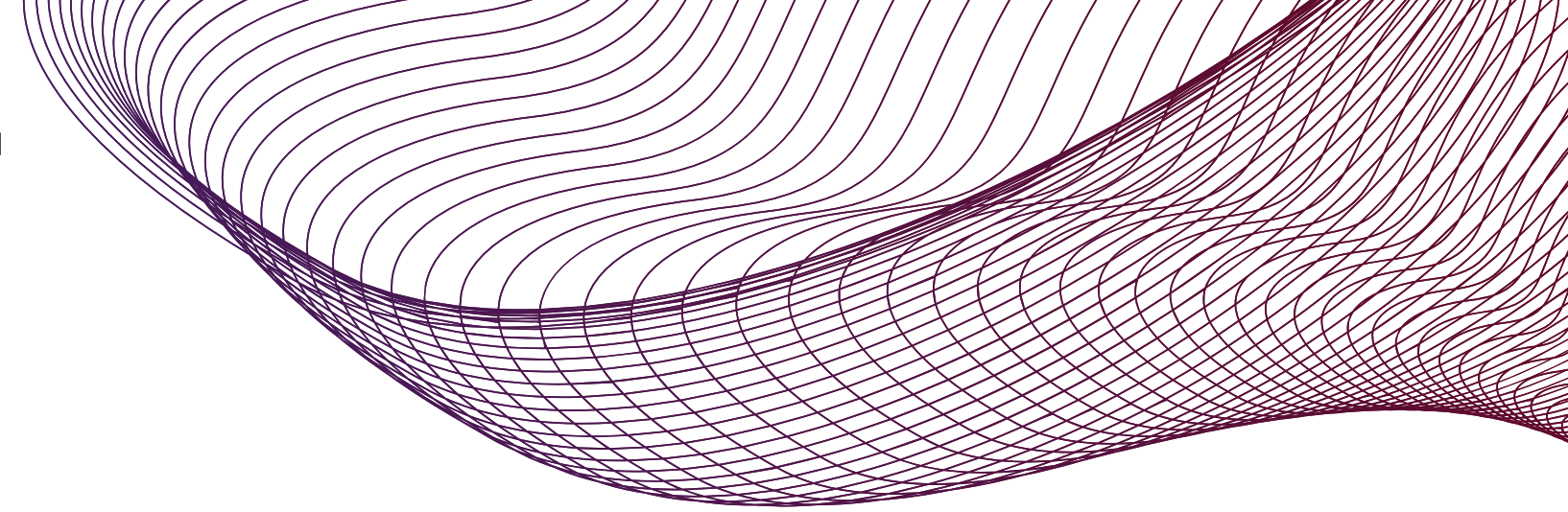
Why? You will self-sabotage above any level that you don't believe you deserve.

## 2. The Law of Correspondence:

There is always a connection between what is going on around us and what is going on within us.

## 3. The Seed of Equivalent Good:

“Every adversity, every failure, every heartbreak, carries with it the seed of an equal or greater benefit” – Napoleon Hill.





# Small Group Breakout Session (Give to Get)

**How would I show up differently to work each day if I had no fear?**

- Break up into small groups.
- Each person will take the time to share their answers within the group.
- Each group will select one person to share their top response with the collective.







# Whiteboard of Character Exercise

Please take all of the time that you need to reflect on your life before completing this form.

Positive Ideas About Myself (Assets)	Negative Ideas About Myself (Liabilities)

# Final Thoughts

1, Traumatic experiences can occur at different points in our life. Therefore, the question is not "if" trauma has occurred, but "where and how" it is impacting our lives. *Awareness* and *acceptance* is key.

2, Trauma can be brought to work and caused by work, but we must *take responsibility* for our own healing and peace of mind.

3. Our mind is the most powerful tool that we have in our lives, and we will always manifest what we believe in our hearts. As you change your thoughts, you'll change your life!



CONCLUSION



# CONTACT US

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William's LinkedIn Profile

