



# Introspective Trauma-Informed Leadership in Nonprofit Human Services

A Transformative Approach to Executive Leadership

**WORKSHEETS**

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# Introspective Trauma-Informed Leadership Worksheets

## Introduction

This workbook is designed to accompany Dr. Nonprofit’s white paper on Introspective Trauma-Informed Leadership (ITIL). It provides practical tools for nonprofit human services executive leaders to explore, understand, and transform their leadership approach.

## Purpose of the Workbook

- Provide structured reflection activities
- Develop self-awareness and emotional intelligence
- Create actionable strategies for trauma-informed leadership
- Support personal and organizational growth

## Section 1: Self-Assessment and Recognition

### Personal Trauma Awareness Inventory

Instructions: Respond to the following questions with honesty and compassion. There are no right or wrong answers.

#### 1. Childhood Experiences Reflection

Identify three significant childhood experiences that have shaped your worldview:

1.	2.	3.
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Reflection Prompt: How might these experiences influence your leadership style?

#### 2. Trigger Identification Worksheet: List potential workplace situations that may trigger strong emotional responses:

Triggers	Potential Response	Healthy Coping Strategy
Trigger 1		
Trigger 2		
Trigger 3		

Section 2: Leadership Response Mapping

Organizational Impact Analysis

Now complete this three-column matrix to explore how personal experiences might manifest in your leadership:

Personal Experience	Potential Negative Impact	Potential Positive Impact

Emotional Intelligence Development Plan

1. Self-Awareness Goals

- Short-term goal (next 3 months):

- Long-term goal (next 12 months):

2. Professional Support Network Audit -- Identify key support resources:

- Therapist/Coach:
- Mentor/Coach:
- Peer Support Group:

Additional Resources:

## Section 3: ITIL Framework Implementation Planner

### Eight Key Elements: Practical Application

For each ITIL element, develop a specific action plan:

1. **Recognition** - Concrete steps to acknowledge personal experiences:
2. **Awareness** Strategies to understand trauma responses in professional contexts:
3. **Connection** Methods to build supportive relationships:
4. **Engagement** Approaches for meaningful team interactions:
5. **Trigger** Management - Specific techniques to identify and navigate emotional triggers:
6. **Relationship** Development Practices for creating healthy professional connections:
7. **Adjustment** Adaptive leadership strategies:
8. **Counteraction** - Proactive approaches to mitigate negative patterns:



## Section 4: Organizational Transformation Roadmap

### Trauma-Informed Leadership Implementation Checklist

- ☐ Develop an introspective trauma-informed leadership development plan
- ☐ Create a supportive supervision framework utilizing trauma-informed leadership
- ☐ Implement Universal Trauma Precautions (UTP) organization-wide
- ☐ Design emotional intelligence training
- ☐ Establish confidential support resources

### Quarterly Reflection and Growth Plan

#### Quarter 1 Focus Areas:

- Personal Goal:

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- Organizational Goal:

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- Support Needed:

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#### Quarter 2 Focus Areas:

- Personal Goal:

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- Organizational Goal:

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- Support Needed:

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#### Quarter 3 Focus Areas:

- Personal Goal:

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- Organizational Goal:

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- Support Needed:

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#### Quarter 4 Focus Areas:

- Personal Goal:

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- Organizational Goal:

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- Support Needed:

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## Conclusion: Your Leadership Transformation Journey

### Personal Commitment Statement

Write a powerful, forward-looking statement about your commitment to introspective trauma-informed leadership:

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**Note to the Leader:** This workbook is a living document. Revisit, revise, and reflect regularly. Your journey of introspection and growth is ongoing, and each page represents a step toward becoming a more compassionate and resilient leader.

### Confidentiality and Self-Care Reminder

This workbook contains deeply personal reflections. Store it securely and prioritize your emotional well-being throughout this process. Consider working with a professional coach or therapist to support your journey.



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