

## Polyvagal-Informed Certificate Program for Trauma-Informed Organizations

### Polyvagal-Informed Principles Support a Trauma-Informed Response

Building a culture of physiological safety and connection is a key component to supporting your organization's trauma-informed approach goals. The following foundational trauma-informed values are reinforced and more firmly embedded by Polyvagal-Informed (PV-I) principles:

1. **Safety** Because feeling safe is at the core of wellbeing, PV-I principles help improve culture, connection, and engagement. Cultivating psychological and physiological safety lays a stable foundation for adaptability, innovation, and resiliency.
2. **Trust** Trustworthiness is foundational for co-regulation, collaboration, and community building with co-workers, clients, and colleagues.
3. **Know Thyself** Becoming polyvagal-aware reveals predictable physiological patterns in one's own nervous system, a first step in recognizing the same in others.
4. **Respond without Re-Traumatizing** Understanding the hierarchy of physiological states; safe (ventral), mobilized (sympathetic), immobilized (dorsal), and the effects of trauma on social engagement offers the ability to recognize your own state, respond in a trauma-informed way, and resist the re-traumatization of others.
5. **Transparency** Leadership prioritizes cultivating and restoring safety and connection through education and implementation of policies, procedures, practices, and programs.

### Disruptions in Safety Affects Trauma Survivors and Helping Professionals

Safety and connection are vital to implementing trauma-informed approaches. To help trauma survivors thrive and move beyond survival, individuals working with them need to acknowledge the negative impact of their own trauma and chronic stress.

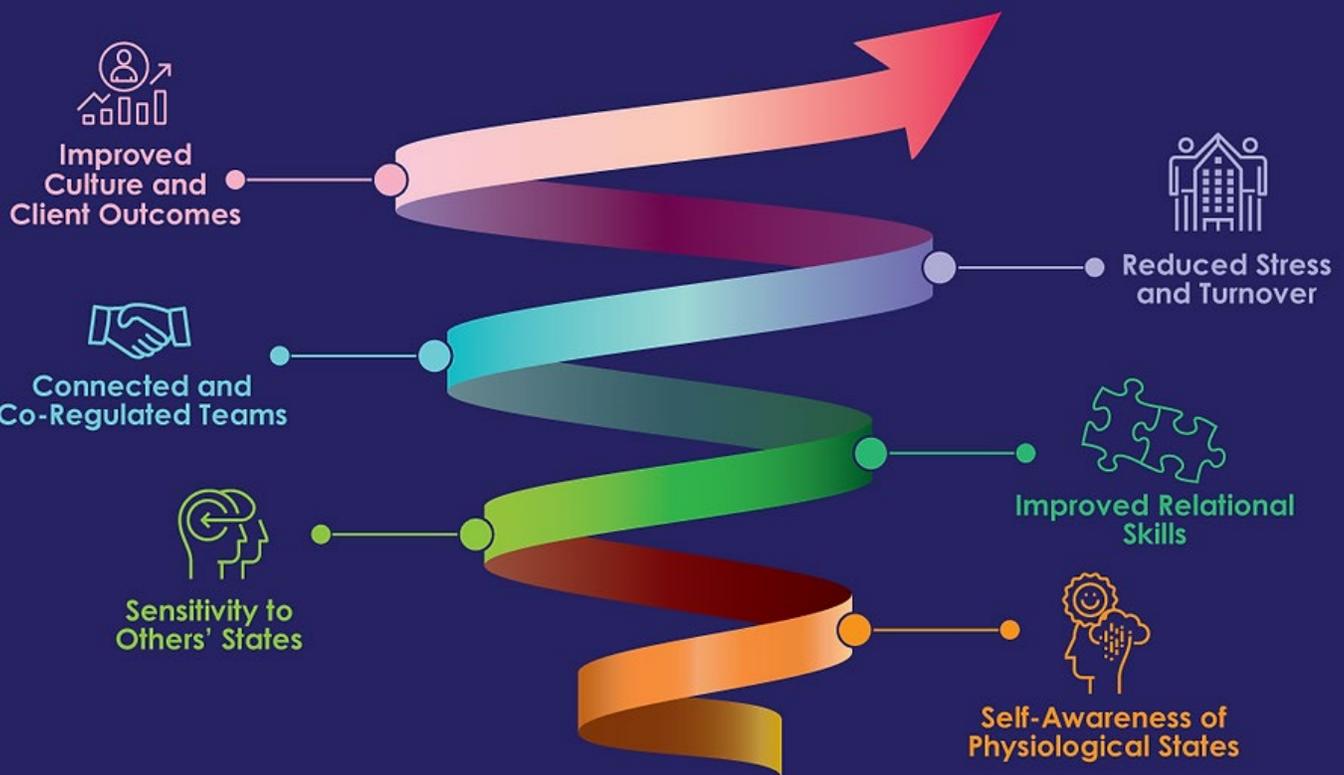
- Acknowledge secondary trauma, empathetic distress, compassion fatigue, and burnout.
- Move toward social engagement and co-regulation.
- Use Polyvagal Principles and tools to support wellbeing.

### PV-Informed Organizations Redefine "Quality of Care"

Polyvagal-Informed training supports organizations already orienting toward trauma-informed approaches. Our goal is to create a culture of care *for everyone* through a compassionate understanding of how emotional states can fluctuate and affect behavior. With this understanding as a baseline, we are able to focus on the "quality of care" we bring to others and respond in trauma-informed and Polyvagal-Informed ways.

The PV-Informed Certificate Program engenders an awareness that our physiological state drives our behavior (rather than conscious intention driving it). With this awareness comes an increased sense of compassion among colleagues as well as for clients and patients. It also creates an 'upward spiral' within the organization's culture, which impacts the organization's effectiveness and profitability which impacts the organization's clinical outcomes, staff happiness, and overall effectiveness.

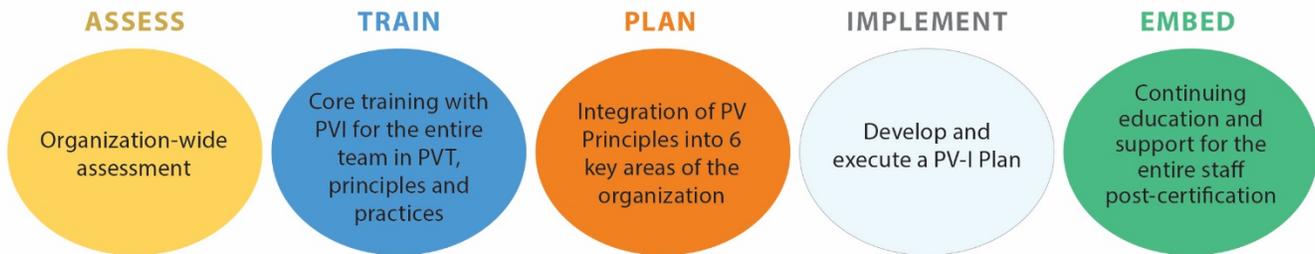
## Polyvagal-Informed Upward Spiral



## PROGRAM DESCRIPTION

The core training occurs over a few weeks; however, ongoing education is provided to ensure PV-Informed Principles are firmly embedded. Training includes the following 5 phases:

- **ASSESS:** Organization-wide assessment
- **TRAIN:** Core training for the entire team in PVT
- **PLAN:** Integration of PV Principles into 6 key areas of the organization
- **IMPLEMENT:** Creating and Executing a PV Plan
- **EMBED:** Continuing Education for the entire staff post-certification



## CULTIVATE SYSTEMS OF SAFETY

In order to truly embed Polyvagal Principles into an organization, PVI coaches management through a discussion of how those principles can be integrated into the organization's culture, focusing on 6 key areas of the organization.

## Polyvagal-Informed Principles 6 Key Areas of Integration

### STAFF/CLIENT

Polyvagal-Informed Principles enhance safety and trust in staff/client relationships.

### INDIVIDUAL

Educating individuals in PV-I principles helps staff bring awareness to how their own personal states and patterns effect themselves and others.

### RELATIONAL

Does your organization ensure everyone shows respect for team members and provides recourse for resolving disruptions? Are there established norms for conducting meetings, communication charters or work/life balance?



### ORGANIZATIONAL

Do your actions align with your goals? Cultivate a culture of safety and connection through the *adaptation* of policies and procedures that support the organizations mission, vision and goals.

### ENVIRONMENT

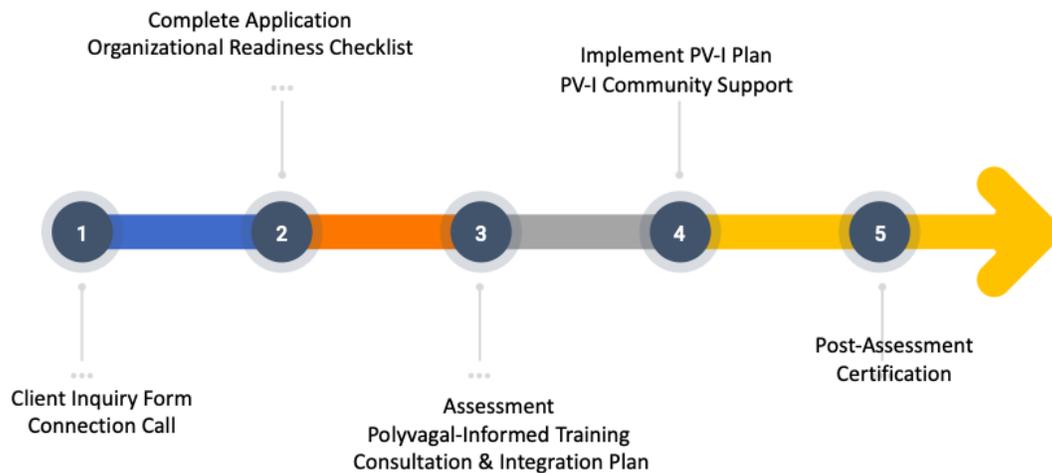
Implementation of PV-I Principles into physical and virtual environs enhances physiological, psychological and physical safety.

### COMMUNICATION

Does your *marketing, communications and brand* adhere to your goals? This can include anything from touchpoints with prospects and clients- to newsletters and social media.

## PROGRAM PROCESS

The process for becoming certified follows the steps outlined below.



**1) Contact us** through a brief [Client Inquiry Form](#) to set up a 15-minute **Connection Call** with a PV-I Certificate coach. Our team will answer any questions you have and go over the following:

- Timeline for Implementation
- Application Process- Organizational Readiness
- Organizational Commitments and Cost

### **2) Complete Application**

- Description of the type of organization (clinical, non-clinical, non-profit), # of staff and the services provided and populations served.
- Why the interest in PV-I Certification- Employee health and wellness, turnover, burnout, workplace culture, client-facing issues?
- **Complete Organizational Readiness Checklist**

### **3) Assessment, Polyvagal-Informed Training, Consultation & Integration**

- **Complete Assessment** - all staff members complete a survey questionnaire
- **Polyvagal Theory introductory training** for the entire staff: on-demand coursework and live, virtual experiential exercises to develop an understanding of PV Principles (~ 3 hours).
- **Integration of PV Principles workshop** for the leadership team: team brainstorming and consultation with PVI focusing on 6 key organizational areas (~ 2-4 hours live, virtual).

### **4) Plan Implementation and Community Support**

- **Developing and Executing a PV Plan:** Leadership and PVI create a plan for implementing the ideas resulting from the workshop; execution of the plan occurs over the following 3-6 months.
- **Continuing Education Content** is delivered to the organization by PVI through the PVI App, which also serves as a hub for communication and vehicle to share best practices.

#### ***5) Post-Implementation Assessment and Certification***

- **Complete post-implementation survey questionnaire.**
- **The certificate is issued** to organizations after they complete the program and maintain the ongoing requirements set by PVI.
- **The certification is renewed** annually for those organizations which continue to pass the PV-I Organization criteria.