

## Key Components of TIC

- Incorporating the approach to every aspect of the organization, creating a genuine culture change.
- Demonstrating greater awareness of the impact of trauma on all individuals served by the program, organization, or system, including its own workforce.
- An acceptance that trauma influence the effectiveness of all human services (care coordination, medical care, criminal justice, etc.) (SAMSHA, 2015).
- Solution-based service approach.
- Recognizing the pervasiveness of trauma.
- Changing the thinking from “What is wrong with this individual?” to “What happened to this individual?”
- “Involves vigilance in anticipating and avoiding institutional processes and individual practices that are likely to retraumatize individuals who already have a trauma history”.
- Staff at all levels change their behaviors, actions, and policies in keeping with a TIC approach (Jennings, 2004).