



# Creating a Vicarious Trauma-Informed Organizational Culture: Questions Guide

## Vicarious Trauma Response Initiative

|  |  |
|--|--|
| <p>Question 1:</p> <p>As a director of an agency – why does it matter that your agency has a vicarious trauma-informed culture?</p>                      | <p>Time Code<br/>(5:38 – 10:57)</p>    |
| <p>Question 2:</p> <p>Is it possible to implement vicarious trauma-informed practices if the existing organization culture is unhealthy?</p>             | <p>Time Code<br/>(10:57 – 17:05)</p>   |
| <p>Question 3:</p> <p>Do you have an example of where you had fallen short of having a culture and what steps you took to remedy that?</p>               | <p>Time Code<br/>(17:05 – 27:52)</p>   |
| <p>Question 4:</p> <p>What are the key elements of a vicarious trauma-informed culture?</p>  | <p>Time Code<br/>(27:53 – 39:37)</p>   |
| <p>Question 5:</p> <p>What is the most challenging part of creating a vicarious trauma-informed culture?</p>   | <p>Time Code<br/>(39:38 – 50:52)</p>   |
| <p>Question 6:</p> <p>If you were to start over as a leader at an agency, what first steps would you take to assess and develop the desired culture?</p> | <p>Time Code<br/>(50:55 – 1:01:34)</p> |