



TRAUMA-INFORMED SUPERVISOR ASSESSMENT (TISA)

Tool Purpose:

One part of being a trauma-informed organization is ensuring that staff are receiving supervision in a trauma-informed way. This tool helps assess and align supervising staff in accordance with trauma-informed principles.

Tool Completion:

The TISA should be completed individually by employees of each supervisor. Responses can be aggregated and reviewed by supervisor, team, division and overall organization.

Using the five-point scale, indicate the quality to which you agree that your supervisor meets the following standards:

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
Safety: My supervisor makes me feel safe to speak about anything that is impacting me, personally or professionally	1	2	3	4	5
Security: My supervisor makes me feel secure in my job	1	2	3	4	5
Collaboration: My supervisor works collaboratively with me to develop my performance goals	1	2	3	4	5
Mutuality: My supervisor does not exert power/dominance over me.	1	2	3	4	5
Empowerment/Choice: My supervisor provides the support I need to empower me to make the decisions for my career path	1	2	3	4	5
Voice: My supervisor allows me to voice my concerns or opinions	1	2	3	4	5
Trust: My supervisor embodies trustworthiness	1	2	3	4	5
Transparency: My supervisor is transparent with information that may impact me	1	2	3	4	5
Communication: My supervisor communicates in a respectful manner	1	2	3	4	5
Protected Time: Supervision happens at a regular, consistent & protected time	1	2	3	4	5
Reflection: Supervision includes time for me to reflect on my feelings regarding the work and how it is impacting me	1	2	3	4	5
Coach: My supervisor is a coach for me on my career journey	1	2	3	4	5
Consultant: My supervisor is my consultant of choice on my cases	1	2	3	4	5
Teacher: I consider my supervisor to be a great teacher	1	2	3	4	5
Accountability: My supervisor has difficult, safe and nurturing conversations with me about challenges in my performance	1	2	3	4	5