## Avoiding Systemic Trauma Day to Day Application

## Learn to step back not forward

## Use the VCR Approach to Diffuse Situations

V- Validate- "Help me understand what happened or why you are upset". It is important to me that we find a solution that will help you."

C- Challenge- "You usually don't act this way". "You have been behaving so well, I know you can get it together again".

R- Request- "I know you are really excited about this but I need you to give others a chance to share their excitement." "can you help me by...?"

Hordy & Loszloff to Teers Who Hurt