

2022

# COURSE CATALOG



**Resilience-Focused Certified Training**  
For Individuals, Trainers, and Organizations



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# COURSES

## **The Predicting Brain – 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop**

The COVID 19 pandemic taught us the importance of getting the science right. Most trauma-informed training addresses trauma's impact on the brain. However, emerging neuroscience suggests that it is the brain's impact on trauma that is more foundational. This course explains how the brain's predictive process contributes to the phenomena of trauma and resilience.



## **The A.R.T. of the Apology – 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop**

Positive relationships build resilience that can mitigate trauma and toxic stress. But conflict in relationships can cause high levels of stress, which is trauma-inducing. An authentic apology can mend relationships, save jobs, and even overcome unconscious bias. This course identifies three essential elements of any effective apology. It will also help you understand how apologizing works in various situations.

## **The Restoration Mat– 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop**



The Restoration Mat is a powerful way to look at conflict management. This transformative resilience strategy allows members of a collective to address interpersonal conflict. The Restoration Mat strategy utilizes a multiple step process. The process engages individuals in a restorative practice that upholds the principles of emerging neuroscience.

## **Restoring Love, Trust, and Safety – 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop**

Broken trust is a barrier that has kept all of us from healing from past wounds. For individuals and groups to build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity, we must heal from broken trust. In this mini course, you will learn strategies to foster resilience within families, organizations, or communities when trust has been fractured.

## **Emotional Regulation Drills– 1-hour Overview, 3- hour Micro Lesson, or 6-hour Workshop**



Fire drills and active shooter drills are implemented in almost every K-12 school in the US. While both school shootings and fires are relatively rare, no one questions the value of proactive planning for school safety. Unfortunately, the more common acts that compromise safety go unaddressed. This mini course outlines a set of concrete strategies to recognize and respond to emotional dysregulation before it burgeons to more disruptive acts.

## **Safety: Understanding the Threat Response Drive – 1 hour**

Explore the development of how our brains are wired to perceive threat. Find out how fear traps us into a sense of loss of control that spirals us out of our human connection system. When we view Love, Trust and Safety as a core concept in human connection, we begin to understand how the four factors of safety (physical, psychological, moral and social) play out.



## Addressing Trauma: Know your R.O.L.E.S. – 3 hours

Grounded in the latest emerging trauma and resilience science, CRI has developed an engaging set of strategies to address trauma. This training includes evidence-based strategies to move beyond a focus on behavior to an understanding of what drives behavior. These strategies also help individuals begin to put emotional regulation, for ourselves and others, into practice.



## Basic Resilience – 3 hours

The workplace presents a different range of stressors to employees. This session describes resilience in the workplace and provides helpful tips about how people can be more resilient at work. It defines exactly what is meant by 'resilience,' describes examples of developing personal resilience, and explores ways to enhance contextual resilience.

### Objectives

- Define resilience from a neuroscience lens
- Apply resilience science to known trauma and everyday life.
- Recognizing that resilience is an outcome function of the predicting brain.
- Understanding that resilience is not static and can be developed.
- Learn the difference between individual resilience and resilience in the context of community.





## **The Science of Trauma and Resilience: Know It Before You Blow It.**

### **– 3 hours**

One of the paramount lessons we have learned from the COVID 19 pandemic is the importance of getting the science right. This session focuses on the impact of biology and environment on trauma and resilience. Participants will learn that a better understanding of the science will provide a better understanding of supervisors, co-workers, employees, and clients.

## **Race and Resilience – 1.5 hours**

Resilience is about successfully dealing with whatever life challenges we are confronted with. Racism is, for many, a huge challenge. Current developments in neuroscience suggest that the same strategies that help people overcome a variety of other life challenges, traumas, and crises are also applicable in dealing with racism. This training dives into the factors that can mitigate the harmful effects of racism.

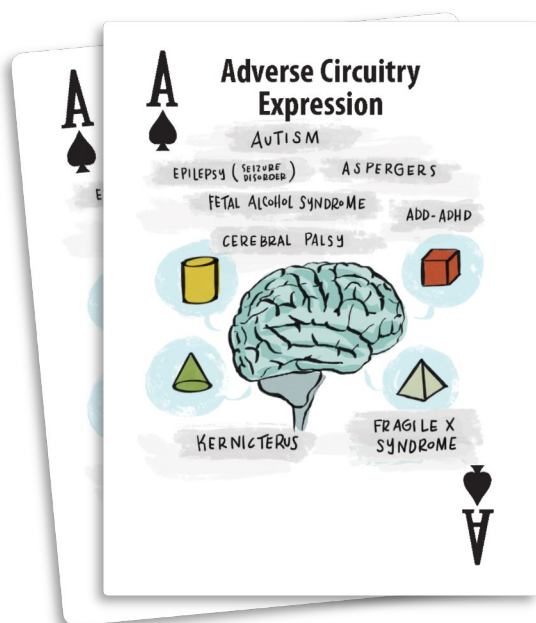


## **Beyond Behavior: Be Curious, Not Furious – 2 hours**

The struggle in helping individuals manage their behavior better is to understand why they are doing what they are doing. It's easy to become angry when individuals begin to exhibit acting-out behavior. We jump to conclusions and assume they are angry, defiant or hostile. But in many cases disruptive, even explosive behavior stems from a lack of skills that may not be apparent to parents, teachers, or employers. While challenging individuals let us know they're struggling through some fairly common defensive and offensive behavior, they are unique when it comes to the combination of underdeveloped skills that can result in these behaviors. This session will help you to become "curious instead of furious," about the issues underlying their behavior.

## Why is a Trauma and Resilience Lens Important? – 1 hour

A program that includes a walk through the trauma informed paradigm shift. This session focuses on CRI's framework for building resilience that has been developed from their 21 years of experience. The session will include the value of using emerging science to inform practices at all levels of an organization.



## Adverse Circuitry Expressions: Is it a disorder or is it different? – 1 hour

The stress caused by the discrimination and demonization of individuals with disabilities is well documented. However, the label of cognitive disabilities can be just as disparaging to a group of people who are fighting for their equitable and just treatment. Adverse Circuitry Expressions identifies the research regarding the discrimination stemming from the assumption that there is one “right” style of human neurocognitive functioning. This training addresses the impact of social constructs that frame variations in neuro-circuitry expression as medical pathologies, disorders, or deficits.

## Adverse Community Environments – 1 hour

The seminal Adverse Childhood Experience study helped us understand the trauma in homes. Adverse Community Environments is about the trauma that happens outside of the home. After the publication of the Kaiser-CDC ACE Study, researchers began to consider the impact of other kinds of adversity on the developing brain and body. This training is about the adversities in the community domain such as racism, bullying and community violence that can have just as profound an impact as individual ACEs.



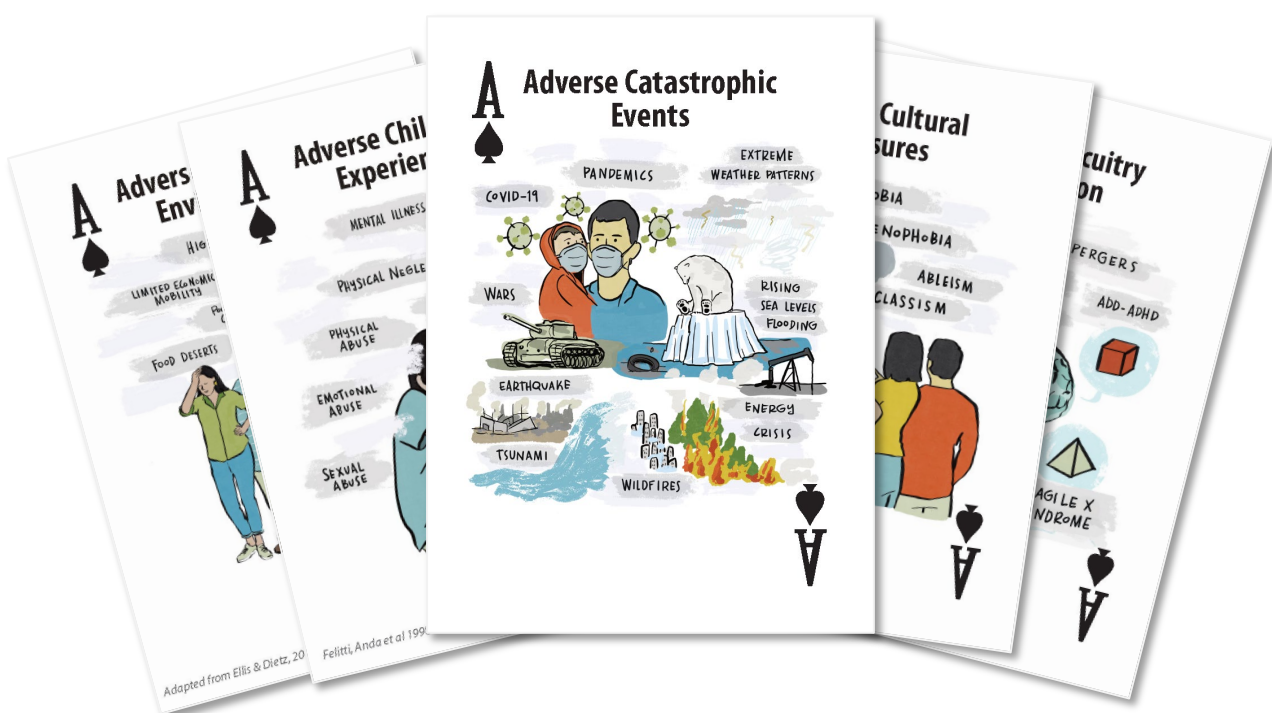


## Adverse Culture Exposures: The Trauma of Discrimination. – 1 hour

Adverse Cultural Exposures refers to the mental and emotional injury caused by encounters with cultural bias and cultural discrimination. Those that are most vulnerable are those dealing with the impact living under a system of dominate culture supremacy. This training is intended to help participants understand how they might address the interplay of discrimination and trauma and its effects of these insidious exposures on individuals.

## Adverse Catastrophic Events: The distress of disasters. – 1 hour

The Coronavirus pandemic has made us all too aware of the trauma that catastrophic events can cause. Adverse Catastrophic Events includes the body of research that describes the negative effects of traumatic events, such as a pandemic. The literature includes the disrupted neural development that occurs when an individual experiences a risk of harm or danger to themselves or other people. This training will help participants gain greater insight into individuals whose trauma history may include the results of large or repeated unpredictable, uncontrollable, and extreme events.





## **Addressing Racism Through a Trauma Lens - 2-hours, 6-hours, or 12-hours\***

Based on over a decade of work and learning from the many community sectors involved with CRI, this course addresses the issues of racism, social equity, white privilege, economic imbalances, and other factors involved in the social determinants of health. A neuroscience framework is used to shape the conversation around these issues. This framework empowers individuals to play an educated role in consistently identifying racism, describing racism, and then dismantling it. This framework does not replace other educational initiatives or organizational practices regarding racism. However, it does assist in framing those efforts with a consistent, science-focused approach

### **Objectives**

- Demonstrate an understanding of the science that explains the development and function of the brain
- Examine the brain's role in creating the social construction of racism
- Discuss the link between neurodevelopment insight and conscience and unconscious bias
- Differentiate “one size fits all” strategies versus customized strategies based on knowledge and insight.
- Explore utilization of the framework to shape actions, conversations, and structures.
- Evaluate current antiracism initiatives and practices through the neurodevelopmental framework.



## **S.T.A.M.P. Resilience Into Your Brain - 2-hours, 6-hours, or 12-hours\***

Trauma shows up from our history and impacts our current reality. We need mental resources for it, and you can build these inner strengths by guiding your brain's learning process. Because of the brain's negativity bias, painful and harmful experiences move to the front of awareness, while enjoyable and useful one's fade into the background. By tilting back toward positive experiences, we can level the playing field. This session is about tilting back toward positive experiences and stamping resilience into your brain to level the playing field altered by trauma.

\* **2-hour Overview** - Session includes a presentation of the content and a brief summary of key concepts.

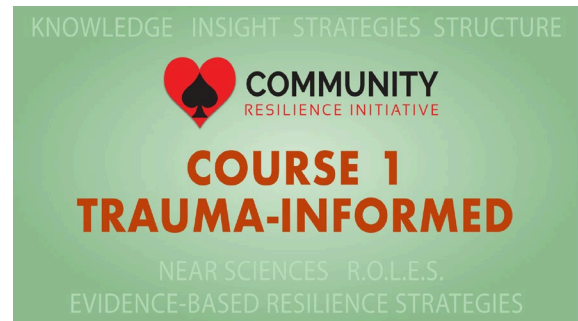
**6-hour Training Course** - A traditional training session with most of the time spent in presentation of content.

**12-hour Workshop** - Sessions include small and large group discussions, activities and exercises, and opportunities to practice applying the concepts presented.

# CRI SIGNATURE COURSES

## **Course 1: Trauma-Informed Certification (INSTRUCTOR-LED) – 6 hours**

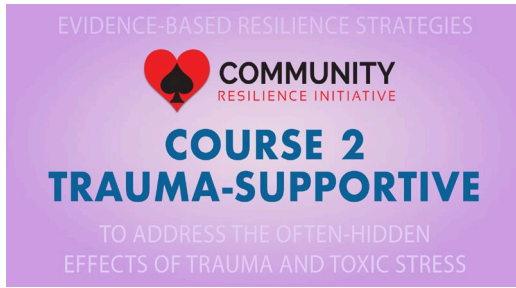
Course 1 introduces CRI's capacity-building framework for building resilience, KISS. Knowledge, Insight, Strategies and Structure describes our community's learning and movement from theory to practice and how to implement evidence-based strategies into action. The training includes three groups of topics: the NEAR sciences, a cluster of emerging scientific findings in the fields of Neuroscience, Epigenetics, ACE Studies, and Resilience; Beneath Behavior, the critical transition from Knowledge to Insight; and ROLES, CRI's signature training on Recognize, Observe, Label, Elect and Solve, core strategies that take us below the tip of the proverbial iceberg. The key objective is to provide information about identifying and responding to trauma with evidence-based resilience strategies when working with an audience whose trauma history may not be known.



## **Course 1: Trauma-Informed Certification (SELF-PACED, ON DEMAND)**

This dynamic, six-part training course introduces you to Community Resilience Initiative's framework for building resilience, KISS at your pace, on your time schedule. Knowledge, Insight, Strategies, and Structures describe our learning from theory to practice

and how to implement strategies into action. This course includes three groups of topics: the NEAR sciences, a cluster of emerging scientific findings in the fields of Neuroscience, Epigenetics, ACE Studies, and Resilience; Beneath Behavior, which uses the knowledge of brain networks to gain insight into the factors that drive behavior; and R.O.L.E.S., CRI's signature strategy to responding to trauma. The key objective is to provide information about identifying and responding to trauma with evidence-based resilience strategies when working with an audience whose trauma history may not be known.



## **Course 2: Trauma-Supportive Certification (INSTRUCTOR-LED) – 6 hours**

Course 2 helps to transform your organization, classroom, or family through resilience-based strategies. Using trauma-informed principles, the course teaches individuals to systematically create the

positive environment that is essential to lasting success.

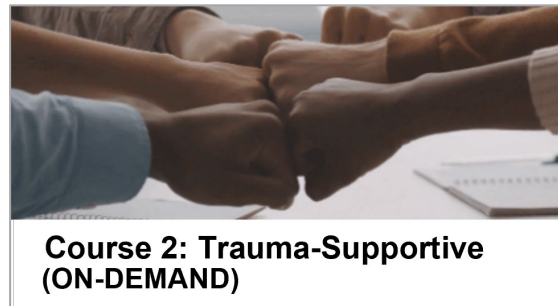
Attendees learn more than 30 strategies and promising approaches utilized by some of the nation's finest trauma-informed practitioners. This includes strategies to:

- Build a positive culture in the classroom, office, or the family
- Foster resilience through affirming communication
- Create effective regulation skills
- Deliver compassionate and empowering discipline
- Teach others about their own trauma and stress response
- Develop trauma-informed conflict resolution skills

**Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**

## **Course 2: Trauma-Supportive Certification (SELF- PACED, ON DEMAND)**

This dynamic, eight-part training course will help to transform your organization, classroom, or family through resilience-based strategies. Using trauma-informed principles, the course teaches you to systematically create the positive environment that is essential to lasting success.



Attendees learn more than 30 strategies and promising approach utilized by some of the nation's finest trauma-informed practitioners. This includes strategies to:

- Build a positive culture in the classroom, office, or the family
- Foster resilience through affirming communication
- Create effective regulation skills
- Deliver compassionate and empowering discipline
- Teach others about their own trauma and stress response
- Develop trauma-informed conflict resolution skills

**Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**

### **Course 3: Trauma Practitioners Certification (INSTRUCTOR-LED) – 12 hours**

Neuroscience provides a new lens through which to view challenging and disruptive behavior. This information helps us to respond more compassionately and effectively to individuals that use adaptive strategies to cope with their experiences. Being true to CRI's K.I.S.S. framework, we believe that dealing more effectively with these individuals requires the knowledge and insight into why they behave as they do. Once that it is achieved, then we employ strategies based on that knowledge and insight. This course is about those compassionate and effective intervention strategies for challenging behavior. During this training for trauma practitioners, participants will learn the foundation of the trauma-informed approach to understanding and helping individuals with behavioral challenges. Challenging behavior has traditionally been thought of as willful and goal oriented which has led to approaches that focus on motivating better behavior using reward and punishment programs. If you've tried these strategies and they haven't worked, this course is for you! Research demonstrates a lack of crucial thinking skills results in challenging and disruptive behavior. CRI's Course 3 focuses on helping to teach the skills these individuals lack while resolving the problems that tend to precipitate challenging behavior. **Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**



#### **Workshop: Blueprint for Framing YOUR Community Initiative (INSTRUCTOR-LED) – 12 hours**

How do we create a community-wide response to trauma? We already know to be effective and sustainable this movement must be community wide. Our

research tells us individual resilience is certainly important, but without a community focus on resilience across all domains in which we live our lives, individual resilience may be challenged. This training focuses on the overarching shift to trauma-informed care at the broader community level, and how to get there. Let us help you shape your community's plan for moving to a trauma-informed and resilient community, one based on help, hope and healing. **Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**

# CRI TRAINING OF TRAINERS

## What is it?

The Training of Trainers (ToT) is designed to create a world conversant in emerging science and practice of trauma and resilience. In our interactive training program, participants learn to present the content to CRI's signature courses with fidelity to science and adult learning methodology. These trainings are provided by CRI Senior or Master Trainers and offered throughout the year in various locations and online in a virtual setting.

## What is needed?

All that is needed is a desire to teach the content of CRI's Signature Courses to individuals in your organization. Any individual interested in **becoming an Agency Affiliated Trainer** must have attended the signature course as a participant and then attend the corresponding Training of Trainers Course.

Materials for all ToTs include:

- Suggested presentation narrative that aids trainers in communicating complex issues in a user-friendly fashion.
- A sample training agenda that can be modified for use in agency or organizational presentations.
- Comprehensive key points that, not only provide informative training assistance but can also be utilized to create helpful handouts for your agency participants.
- Links to functional PowerPoint presentations and relevant research articles and supporting materials.
- Training Evaluation Template to help trainers assess their training effectiveness and relevance.

**Certified Training of Trainers is available for the following CRI signature courses:**

- Course 1: Trauma-Informed
- Course 2: Trauma-Supportive
- Course 3: Trauma-Practitioners



# CRI COACHING AND CONSULTING

## **Offered As needed**

CRI Coaching and Consulting services explore evidence-based practice as the foundation for how we choose to lead, manage, influence, and understand the people and processes that demand our attention. Through these services, participants will develop a personal action plan to apply these techniques and insights to their own real-world situation. These services are beneficial for managers or practitioners who seek to enhance their skills and effectiveness within the context of their organization and their individual practice. It is ideal for anyone with current or anticipated responsibilities with trauma impacted individuals.

- Understand the importance of personal resilience and having a positive focus at work.
- Adapt their approach to work and become more optimistic.
- Overcome negative thinking to help ensure business success.
- Use tools to effectively build their personal resilience.
- Develop key tactics to help ensure organizational resilience.
- Use emotional intelligence techniques to help improve workplace communication.



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