



Example Staff Questions That Use the Trauma-Informed Climate Scale 10 (TICS-10)

1. When I come to work here, I feel emotionally safe. (Safety)
2. If I am upset at work, I know that other staff and supervisors will understand.
(Safety)
3. I'm not sure who I can trust among my co-workers, supervisors, and administrators.
(Trust)
4. I can trust my supervisor to be fair in dealing with all staff. (Trust)
5. I feel like I have a great deal of control over my job satisfaction. (Choice)
6. I don't have many choices when it comes to doing my job. (Choice)
7. The leadership listens only to their favorite employees. (Collaboration)
8. The administration here does not share decision-making with the rest of the staff.
(Collaboration)
9. This organization doesn't seem to care whether staff gets what they need to do their jobs well. (Empowerment)
10. Staff is not supported when they try to find new and better ways to do things.
(Empowerment)