



LAKESHORE  
EMPLOYER RESOURCE NETWORK®

# Success Coach Connections Newsletter

MAY/JUNE 2022

VOLUME 14 ISSUE 3

## Moving Past Trauma in Life to Achieve Your Dreams

In May, ERN® success coaches from around the country gathered for the *ERN USA Peer Learning Call* “Trauma Informed Care in Coaching Employees” in partnership with *Pulse* at the *W.E. Upjohn Institute for Employment Research*.

- ◆ **What is trauma?**
- ◆ **How can previous trauma affect life?**
- ◆ **How can success coaches better work with employees who have experienced trauma?**

Trauma can occur from an incident or over a long period of time:

- ◆ **Bullying**
- ◆ **Harrasment**
- ◆ **Physical, sexual, or psychological assault**
- ◆ **War or world events**
- ◆ **Witnessing an attack**
- ◆ **Traffic accidents**
- ◆ **Being attacked**
- ◆ **Natural disasters**
- ◆ **Domestic abuse**
- ◆ **Racism**
- ◆ **Death of a loved one, especially suddenly**
- ◆ **End of a relationship**
- ◆ **Childhood neglect**
- ◆ **Financial loss**
- ◆ **Discovery of a serious illness**

### Goal:

Trauma-Informed Systems

**Systems** that *recognize* the impact of trauma and *promote* resilience and healing



Trauma in your life may leave you with:

- ◆ **Feeling helpless and hopeless**
- ◆ **Constantly assessing potential threats**
- ◆ **Diminished creativity**
- ◆ **Feeling like you can never do enough**
- ◆ **Inability to express complexity**
- ◆ **Minimizing issues**
- ◆ **Chronic exhaustion or physical ailments**
- ◆ **Inability to listen and/or deliberate avoidance**
- ◆ **Moments you feel lost from your thoughts, feelings, memories, and surroundings**
- ◆ **Physiological signs including headaches, sweating, heart racing**
- ◆ **Anger and cynicism**
- ◆ **Addictions**
- ◆ **Guilt**
- ◆ **Fear**

What you can do to succeed beyond trauma:

- ◆ **Learn to regulate your emotions**
- ◆ **Pause; breathe deeply**
- ◆ **Realize that being a witness to reactive adults primes you to also be reactive**
- ◆ **Notice when your nervous system signals that you are facing a threat, because of my past**
- ◆ **Be kind to yourself as you show your body that you can safely navigate stress, fear, and intense emotions**
- ◆ **Forgive yourself when you go into survival mode, saying and doing things you later regret**
- ◆ **Meet with your success coach to talk about stressors; create an action plan for solutions**

### Lakeshore Employer Resource Network

#### Our goal...

Creating access and resources for employee success at work and in life.

We partner with employees who work for:

#### Member Companies

- ◆ Anderson Technologies
- ◆ ASPC
- ◆ EBW Electronics
- ◆ Holland Hospital
- ◆ Light Corporation
- ◆ Mobex
- ◆ Techno Coat
- ◆ Tennant

#### Strategic Partners

- ◆ AAC Credit Union
- ◆ ERN USA / Michigan ERN
- ◆ GoodTemps
- ◆ Goodwill Industries of West Michigan
- ◆ Ottawa County DHHS

Work with your success coach to succeed beyond your past or a difficult current situation. They can also connect you with a professional in mental health to overcome trauma. *Sources: American Institutes for Research; W.E. Upjohn Institute for Employment Research; ERN USA*

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**Anderson Technologies**

14000 172nd Ave, Grand Haven, MI  
♦ Wednesday: 6:00am-10:00am & 10:30am-2:30pm (alternating weeks)

**ASPC**

803 Taylor Ave, Grand Haven  
16955 Hayes, Grand Haven  
♦ Wednesday: 6:00am-10:00am & 10:30am-2:30pm (alternating weeks)

**EBW Electronics**

13110 Ransom St, Holland  
♦ Thursday: 6:00am-10:00am & 10:30am-2:30pm (alternating weeks)

**Holland Hospital**

602 Michigan Ave, Holland  
♦ Available onsite by appointment or remotely by phone, text & email

**Light Corporation**

14800 172nd Ave, Grand Haven  
♦ Tuesday: 6:00am-10:00am & 10:30am-2:30pm (alternating weeks)

**Mobex**

14638 Apple Dr, Fruitport  
♦ Tuesday: 6:00am-10:00am & 10:30am-2:30pm (alternating weeks)

**Techno-Coat**

861 E 40th St, Holland  
♦ Monday: 7:00am-11:00am & 11:30am-3:30pm (alternating weeks)

**Tennant**

12875 Ransom St, Holland  
♦ Monday: 7:00am-11:00am & 11:30am-3:30pm (alternating weeks)



## Trauma's Effects on Financial Wellness

Trauma may lead a person to use money and objects to self-medicate emotional pain. It can lead to excessive spending, saving, working, or perpetual debt.

**Self-esteem issues.** Trauma may have led to self-esteem issues that convince you that you are not worthy or deserving of wealth which leads to sabotage with overcharging.

**Impulse purchases.** Trauma can lead to impulse purchases made to fill an emotional void or to soothe emotional triggers.

**Hoarding.** People who practice hoarding excessively shop or collect materials which often link's to some type of traumatic experience.

**Burden of debt.** The burden of debt often reinforces negative beliefs, which the spending was supposed to diminish. It creates a vicious cycle of stress, spend, debt, stress, and spend.

**Loss of money.** The loss of money itself can become a trauma that triggers Post-traumatic Stress Disorder (PTSD) such as losing a job, foreclosing on a home, or filing bankruptcy.

**The first step is awareness.** There is no shame in receiving therapy to help you better handle what you have endured. Identifying deep-seated issues can be challenging. The mind often buries trauma in an effort to protect our psyche and allow us to continue to function at the level necessary for daily life.

Source: *The Good Men Project*

## Five Psychological Factors for Moving Past Trauma

Trauma can come from physical, emotional and sexual abuse; or being the victim of or witnessing violence. Approximately 90% of all individuals will experience trauma in their lifetime.

**Live with a fresh outlook.** One-half to two-thirds of people who experience trauma experience *areas of growth*. This is referred to as *post-traumatic growth*. People who grow from trauma have these *five factors*:

**A new appreciation for life.** Those who grow from trauma reevaluate their priorities in life. Many come away with a stronger appreciation for each day and value their own life.

**Strengthening relationships.** After trauma, many find out who they can count on and their closeness to others increases. Their compassion grows as they become more accepting of help and value friendships.

**Openness to new possibilities.** Many people establish new interests and life pathways after trauma. They readily seize new opportunities and adjust when needed. Their feelings of self-worth blossom.

**Recognized personal strength.** Following a traumatic experience, many better understand that they can handle difficult things and discover that they are stronger than they thought. They also become more accepting of the way things work out.

**Spiritual rebirth.** Growth from trauma may also include a better understanding of spiritual matters and a stronger faith.

Source: *www.psychologytoday.com*;  
ERN USA

## Philosopher's Square

"Everyone 'I don't know how my story will end, but nowhere in my text, you'll ever read 'I gave up!'" - [Muniba Mazari](#)

