



HEALTHY Stress

- Hardier and more adaptable
- Learn new skills
- Gain confidence
- Become less fearful
- Adopt a positive attitude towards stress
- Increase capacity to stress-mitigate

Unrelenting, Repeated Exposure:

- Amplified by distrust and uncertainty
- Amplified by real or perceived loss of control
- Compounded by unsafety and inescapability
- Compounded by loneliness & disconnection
- *Negatively impacts health, well-being, learning and behavior*

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ACTIVATION

Reactivity To Real Or Perceived Threat Or To Previous Threat Or Harm

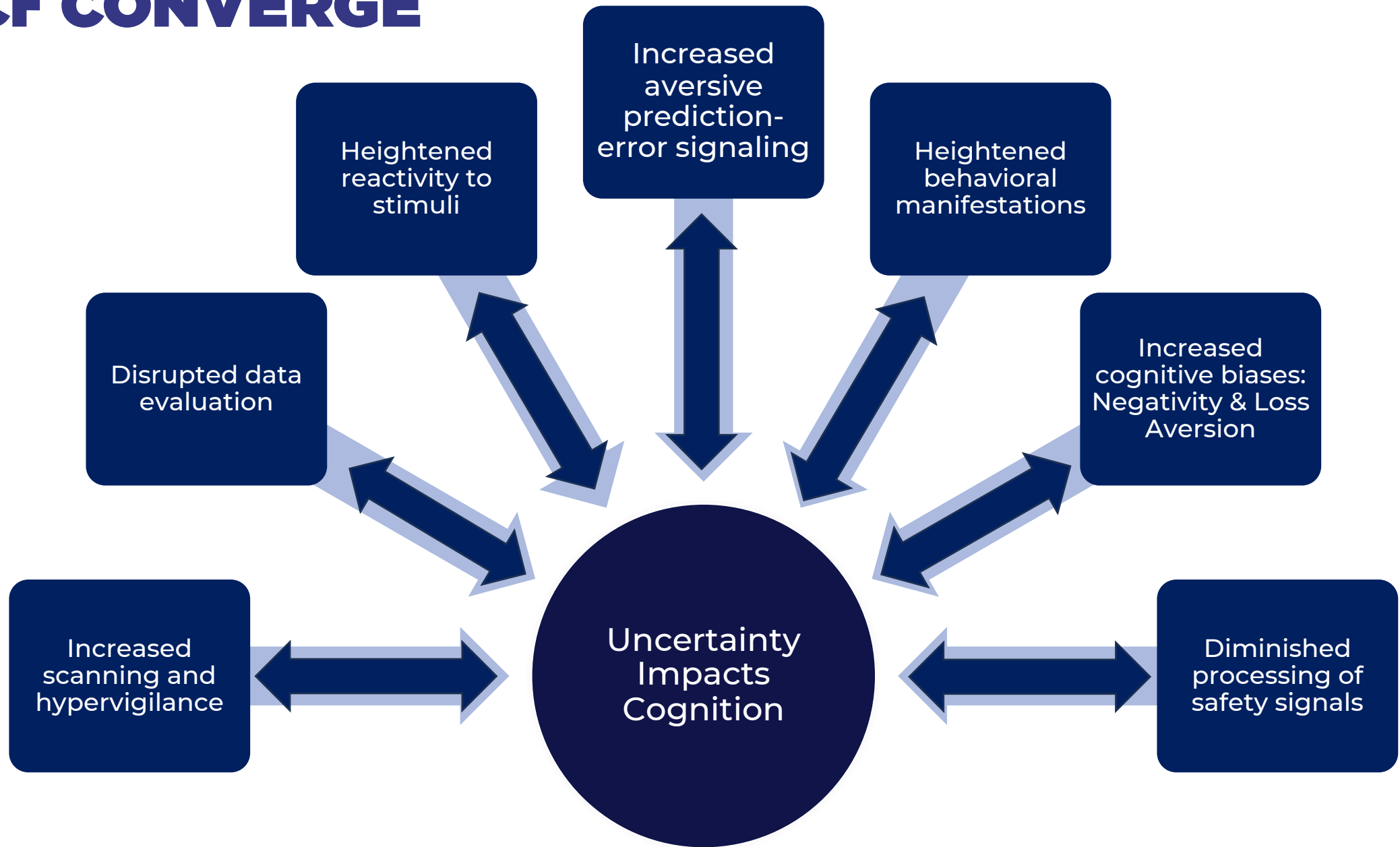
- May not make sense in the context of the situation

- May be greater than the situation requires

- May be difficult to interrupt or interpret

- May be frightening or confusing for all involved
- May not respond to usual interventions
- Typical responses to activation may be amplifying

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An abstract graphic on the left side of the slide features several thick, textured ribbons in various colors: yellow, magenta, black, blue, lime green, and red. These ribbons are layered and overlap each other, creating a sense of depth and movement. They appear to be flowing from the left edge towards the center, where they converge near the text.

Coaching Competencies Are Aligned with Trauma-Responsive Engagement:

- Compassionate, Generous Listening
- Creating Trust & Safety
- Developing Awareness
- Facilitating Growth & Action

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Trauma-responsive Coaches

Realize traumatic stress exposure is universal

Remember every encounter carries risk of activation

Recognize expressions of activation, harm, and trauma

Respond from an expanded coaching skillset

Resist re-traumatization by building cues of safety

Restore by **Resourcing** with agency, trust, safety, connection, well-being

When More is Needed

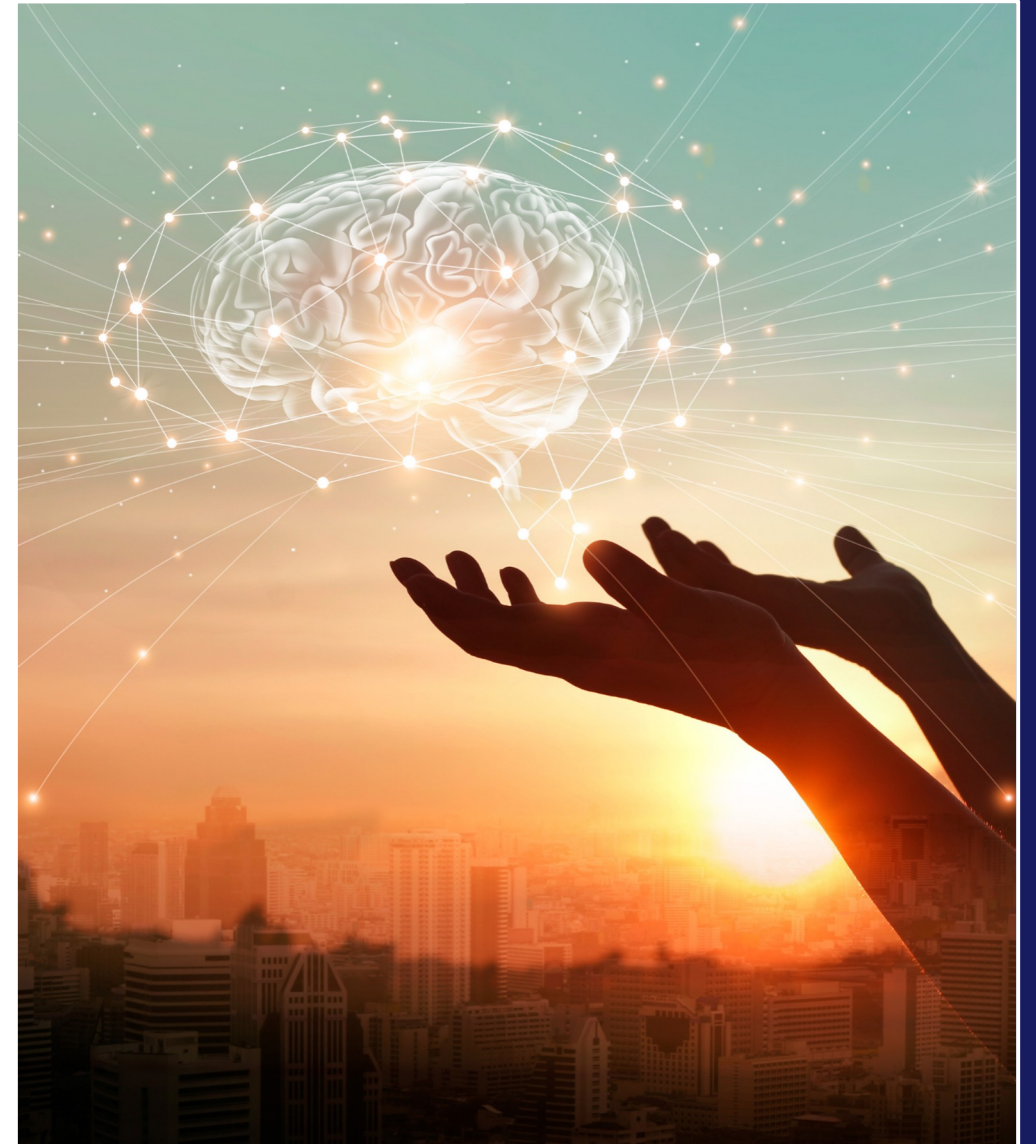
- The Both-And approach
- Recognize the signals
- A trauma-informed approach to the discussion
- How to make a referral

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The Approach

- Create mutual understanding with the initial coaching conversation
- Maintain Transparency and Mutuality
- Build Trust: detail what cues might indicate more is needed
- Notice early and make mention of the noticing
- Yes/And early — ensure the client knows that adding therapy doesn't end the coaching relationship

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The Conversation

- Approach as a coaching conversation
- Get clear on desired outcomes
- Identify resources available and those needed
- Partner in a plan of action
- Agree on an accountability plan
- Follow up sooner rather than later
- Ensure the client understands this is both/and

Languaging

- I'm curious if we've reached a point where something more than coaching might be helpful?
- Have you given any thought to our conversation about the benefits of therapy as an add-on?
- The issues you're facing are very layered and complex - what might help sort through all the emotions attached?
- How may I best support you?



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Connection Mitigates Trauma™

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