

Mastering The **Specialized**  
**Facilitation Skills** When Working  
With **Traumatized** And **Emotionally**  
**Wounded Participants**

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What type of EL program?

Why THIS workshop?







# Where We're Going Today

- Understanding Trauma
- Why EL is so good at processing Trauma
- 10 Specialized Facilitation Skills
- How to “Touch” people physically & emotionally
- Dealing with specific trauma triggers
- Gender Issues
- Q & A





1 in 4 Women

National Sexual Violence Resource Center

1 in 6 Men

National Sexual Violence Resource Center



12%

28%

12%

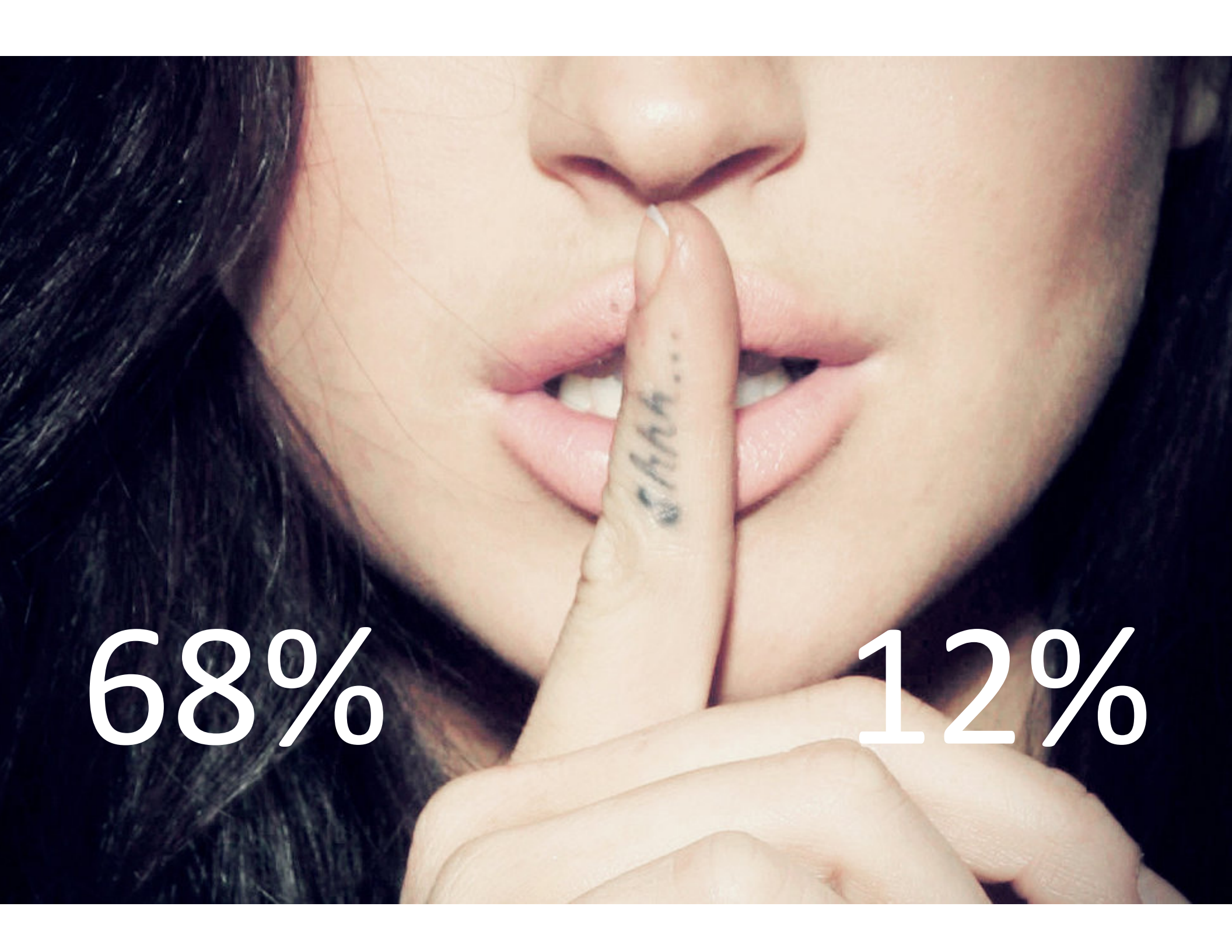


30%



33%





68%

12%

3 Depression  
4 Suicide  
6 PTSD  
13 Alcohol  
26 Drugs



# Understanding Trauma

Highly Subjective

Trauma is the re-experiencing  
of unwanted coping  
mechanisms and reactions

Fight

Flight

Freeze

Chowchilla, CA









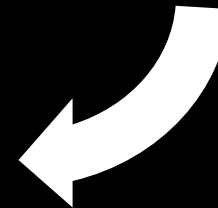
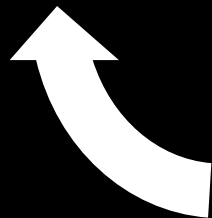
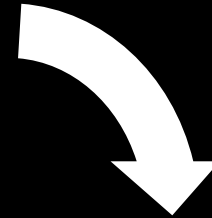
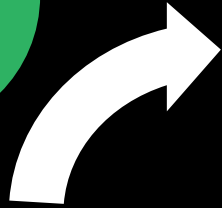
Novelty  
Threat

Arousal  
Fight or Flight

Immobilization

Unsuccessful  
Escape

Fear &  
Helplessness



AMYGDALA talking to the  
BODY and skipping the  
BRAIN



Visit

[www.PaulElmore.com/aee](http://www.PaulElmore.com/aee)

to view Movie Clip #1

“When you’re wounded  
EXPERIENTIALLY, you need  
to heal EXPERIENTIALLY.”

Rehearsing a different  
ENDING TO THE STORY

Visit

[www.PaulElmore.com/aee](http://www.PaulElmore.com/aee)

to view Movie Clip #2

# 10 Specialized Facilitation Skills



**1. Frontload is ESSENTIAL**

Spend TWICE as much  
time

Full-Value Contract that is  
GROUP DICTATED

MORE info about the day  
is better than less

Chance to ASK QUESTIONS  
up front

## 2. Challenge By Choice

Reinforcing the option to  
SAY "NO"

Gaining more by NOT  
DOING an event?



# 3. Immediacy

How the PARTICIPANT  
feels about YOU

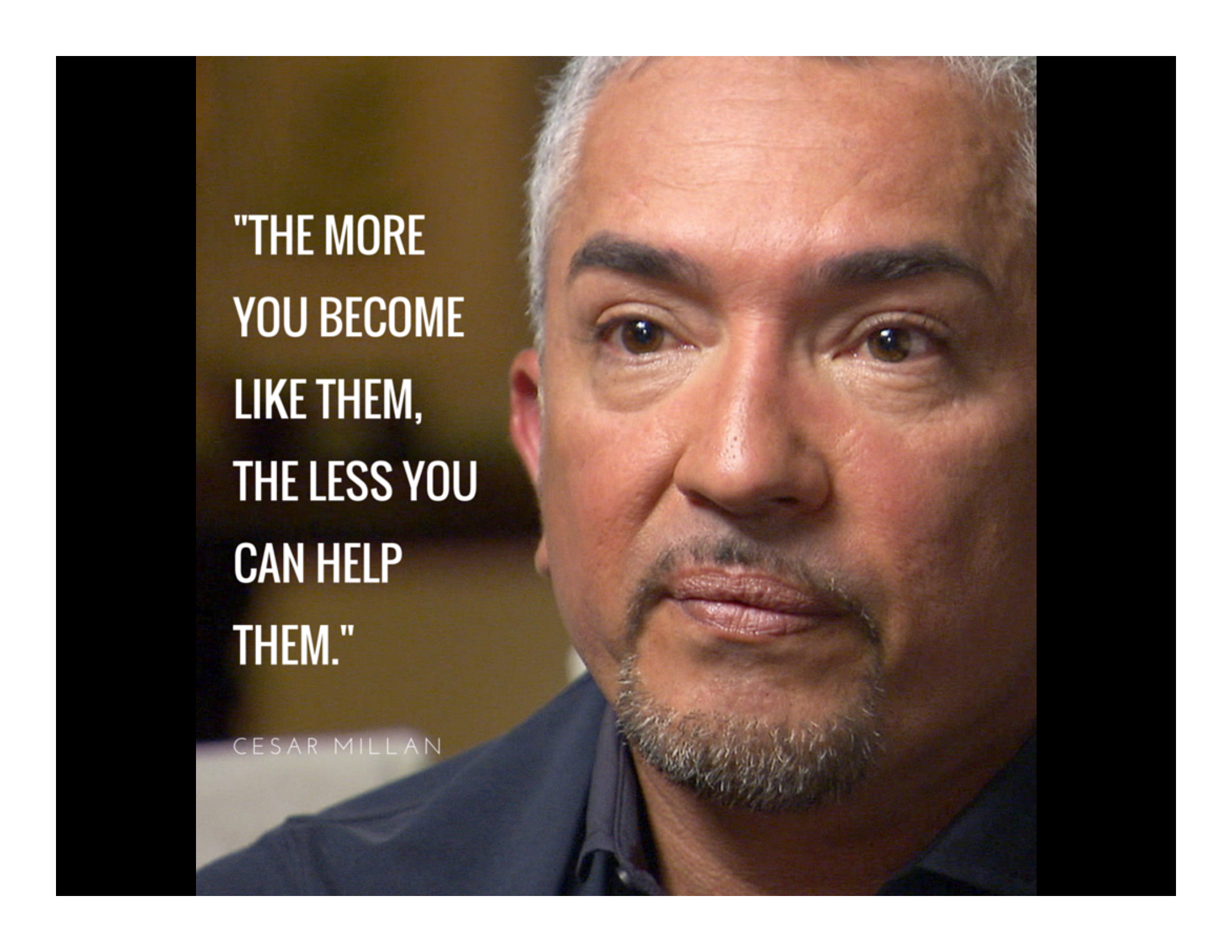
# 4. Process vs. Directive

Let the participant IDENTIFY  
WHAT THEY WANT TO  
LEARN

Directive is beneficial when  
working on RECOVERY  
TOPICS

# 5. De-escalation

The more REACTIVE they  
are, the LESS REACTIVE you  
become.



**"THE MORE  
YOU BECOME  
LIKE THEM,  
THE LESS YOU  
CAN HELP  
THEM."**

CESAR MILLAN



“Triggered facilitators CAN’T  
facilitate triggered  
participants.”

Making yourself SMALL

Exhibiting CONFIDENCE  
when participants are  
ANXIOUS

6. 93.7 fm

Communication is 93%  
NON-VERBAL

What a person is DOING is  
more important than what  
they are SAYING

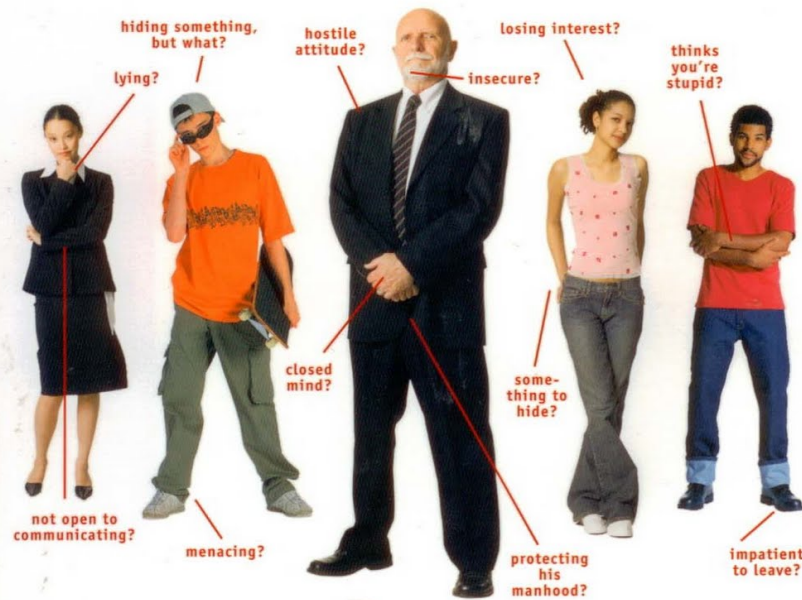
THE HIDDEN MEANING BEHIND PEOPLE'S GESTURES AND EXPRESSIONS

THE DEFINITIVE BOOK OF

# BODY

# LANGUAGE

THE INTERNATIONAL BESTSELLER!



ALLAN AND BARBARA PEASE

AUTHORS OF WHY MEN DON'T LISTEN AND WOMEN CAN'T READ MAPS

A revised and expanded edition of *Signals*

# 7. Listen For Understanding



“The PROBLEM is not the  
PROBLEM.”

Traumatized people TAKE  
LONGER to VERBALIZE their  
experiences

Become COMFORTABLE  
with SILENCE

# 8. Sneak Up on Topics

# 9. Humor is Helpful

Wounded people can  
STILL LAUGH

Makes you more HUMAN  
as a facilitator

# 10. Event Progression



Never start with a HIGH  
TRUST initiative

Start with LOW RISK/HIGH  
REWARD events

Physical “Touch”

Walking behind

Position of hands

Checking out harnesses  
and personal areas

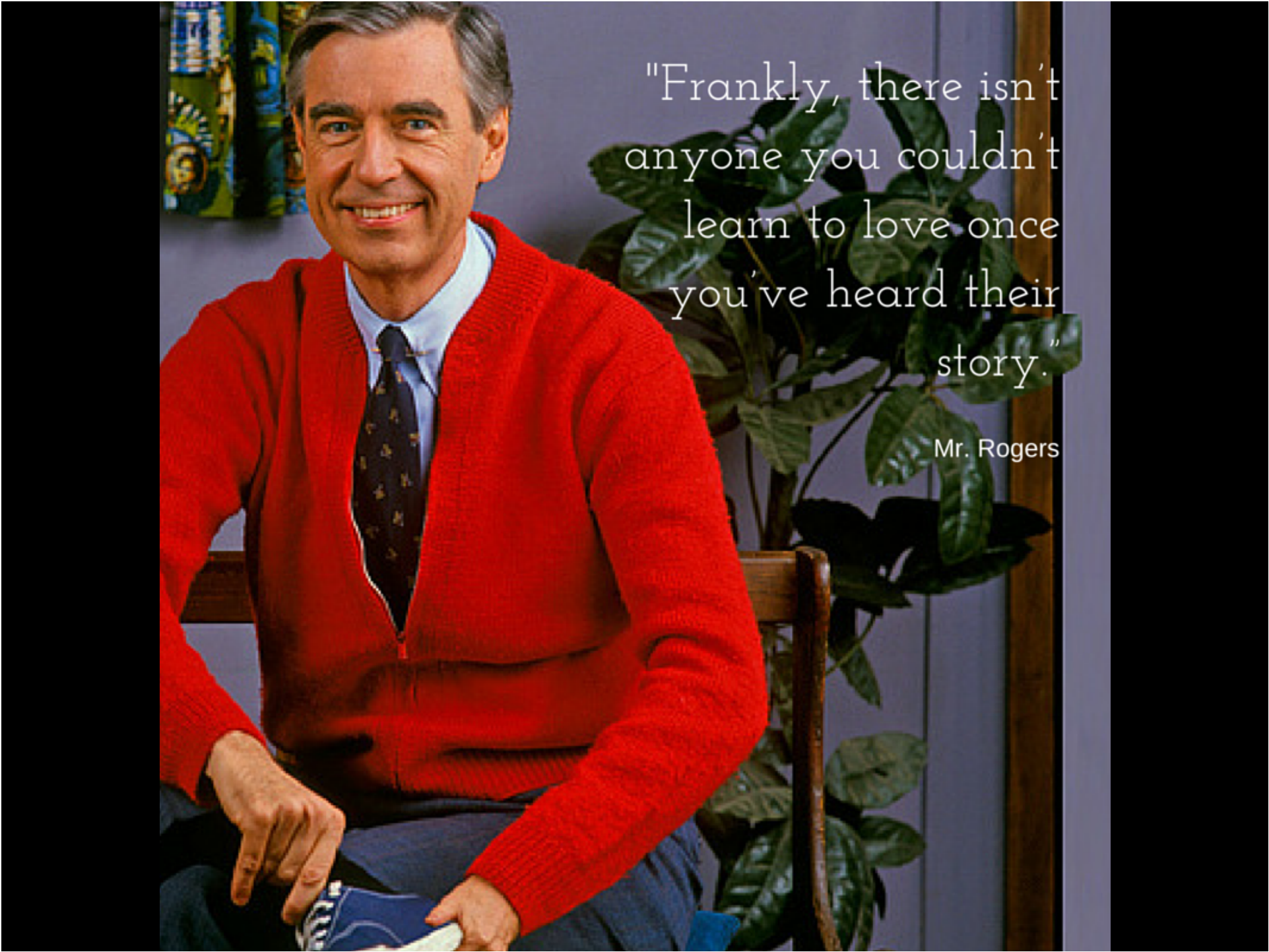
Eye contact + Verbal &  
Non-verbal Permission

Emotional “Touch”



Asking TOO personal of  
questions

Challenging behaviors and  
choices

A photograph of Mr. Rogers, Fred Rogers, sitting in a wooden chair. He is wearing his iconic bright red cardigan over a light blue collared shirt and a dark tie with a small pattern. He has a warm, friendly smile and is looking slightly to the right of the camera. The background is a simple, light-colored wall with a large green plant to the right and a colorful abstract painting to the left. The lighting is soft and even, highlighting his features and the texture of his sweater.

"Frankly, there isn't  
anyone you couldn't  
learn to love once  
you've heard their  
story."

Mr. Rogers

“Everyone’s behaviors make sense once you know their story.”

# Types of Triggers

Hyper-vigilance

Fear of being tricked

Being touched by others



# The Wall

# State-dependent memories

# Dealing With Triggers

# L.I.S.T. of Grounding Techniques

L

Listening

I (eye) Contact

S

Sight

T

Touch (temp)

# Gender Issues

“You’re a big scary man.”

“I know what to do with  
scary men.”



Q&A

