

## Practical Steps for RISing Leaders

1. Raise awareness of client characteristics among staff, including the role of earlier adversity in current problems
2. Provide education on adversity, trauma, resilience, and recovery to inform comprehensive response that brings together multiple services within healing social networks
3. Create restorative cultures that provide self-care resources for staff, recognizing that leaders set an example and tone through role modeling and relationship-building
4. Engage staff in identifying agency values and principles that will pervade the culture
5. Create policies that facilitate social affiliations and support recovery activities
6. Identify how each service within programs responds to client characteristics
7. Build community partnerships to expand services and carry out research



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