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When it comes to making this practice change, what do you think it would take for you and your team to make it happen?

Ability	→ Having the skills, knowledge and ability to take an action.
Interpersonal	→ Social and environmental influences that support taking an action.
Motivation	→ Believing an action is important.
Sparks	→ Making actions routine.

Consider this example about making a habit of riding a bike.



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AIMS provides a useful framework to identify what might need to be done in your organization to implement your small idea into action. Use this assessment to help target the most useful elements to support your practice change. We would have to:

Elements for practice change	Example	Priority: 1 (low) - 3 (high)
Ability - Do we have the skills, knowledge, and abilities to implement trauma informed principles in practice?		
Know more about how to do it	E.g., Have a better understanding of how to implement trauma informed principles in practice	
Address any issues in the physical environment that are not conducive		
Address any frictions/barriers to create more ease in doing it (e.g. time, resource, effort, access, convenience)	E.g., Create dedicated time during the day. Raise or allocate more funds to support it.	
Have the necessary materials	E.g., Acquire better tools	
Have more support	E.g., Have a manager's or colleague's support. Seeing clear, specific opportunities for doing it.	
Believe more in the capacity of practices to create change		
Interpersonal - Are there social or environmental influences that help or hinder implementing trauma-informed principles in practice?		
Create connections between teams to support each other		
Provide ways for families we serve to give input		
Frame benefits around feelings of connection and relatedness		
Identify the right messengers		
Create a norm around doing it		
Build in opportunities to share learning and progress		

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Motivation - Do we believe it is important to implement trauma-informed principles in practice? What do we think the (+/-) consequences might be? Is this aligned with our individual and organizational identities?

Know more about why it is important	E.g., Have a better understanding of the benefits of trauma-informed practices.	
Feel that we want to do it do it	E.g., Feel a sense of satisfaction and fun from implementing trauma-informed practices	
Feel that we need to do it	E.g., Care more about the negative consequences of not doing implementing trauma-informed practices	
Believe that it would be an important thing to do (i.e. personal relevance, timeliness, seriousness of doing it or not)	E.g., Have a strong sense that one should implement trauma-informed practices	
Perceive personal/collective benefits		
Having internal incentives/ motivations		
Connection to personal/ professional identity		

Sparks - How is implementing trauma-informed principles in practice routine for us (or not)? What might trigger it? What opportunities do we see?

Have more triggers to prompt us	E.g., Incorporate reminders at strategic times	
Having environments structured to prompt/reinforce behavior		
Having more people doing it around us	E.g., Be part of a team that is implementing trauma-informed practices	
Develop better plans for doing it	E.g., Have clearer and better developed plans for implementing trauma-informed practices	
Develop a habit of doing it	E.g., Get into a pattern of implementing trauma-informed practices without having to think about it	