

SPOKE & WHEEL

# PTSD Is More Common Than You Think

#NDEAM | #RehabAct50  
dol.gov/odep

# ADVANCING ACCESS & EQUITY

National Disability Employment  
Awareness Month

**Celebrating 50 years of the Rehabilitation Act of 1973**



*Type into chat*

What comes to mind when you think of PTSD?



S&W

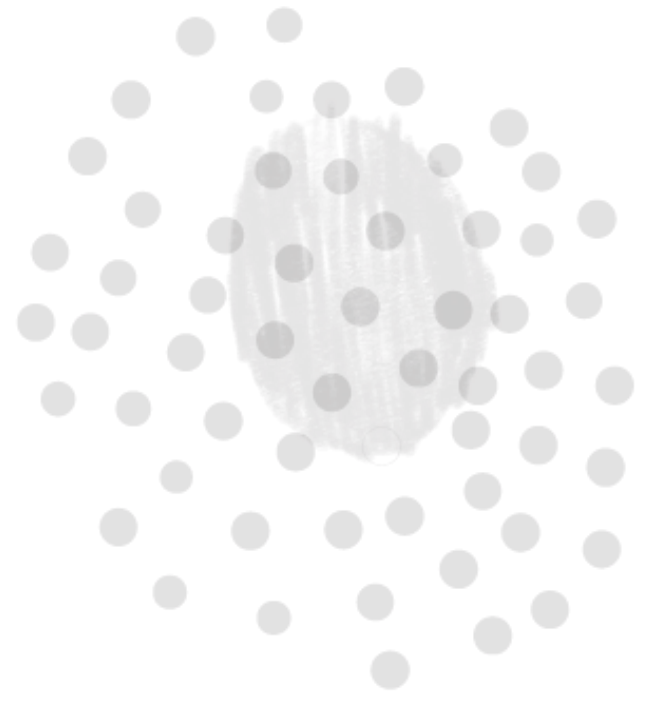


I am living with *PTSD*



S&W

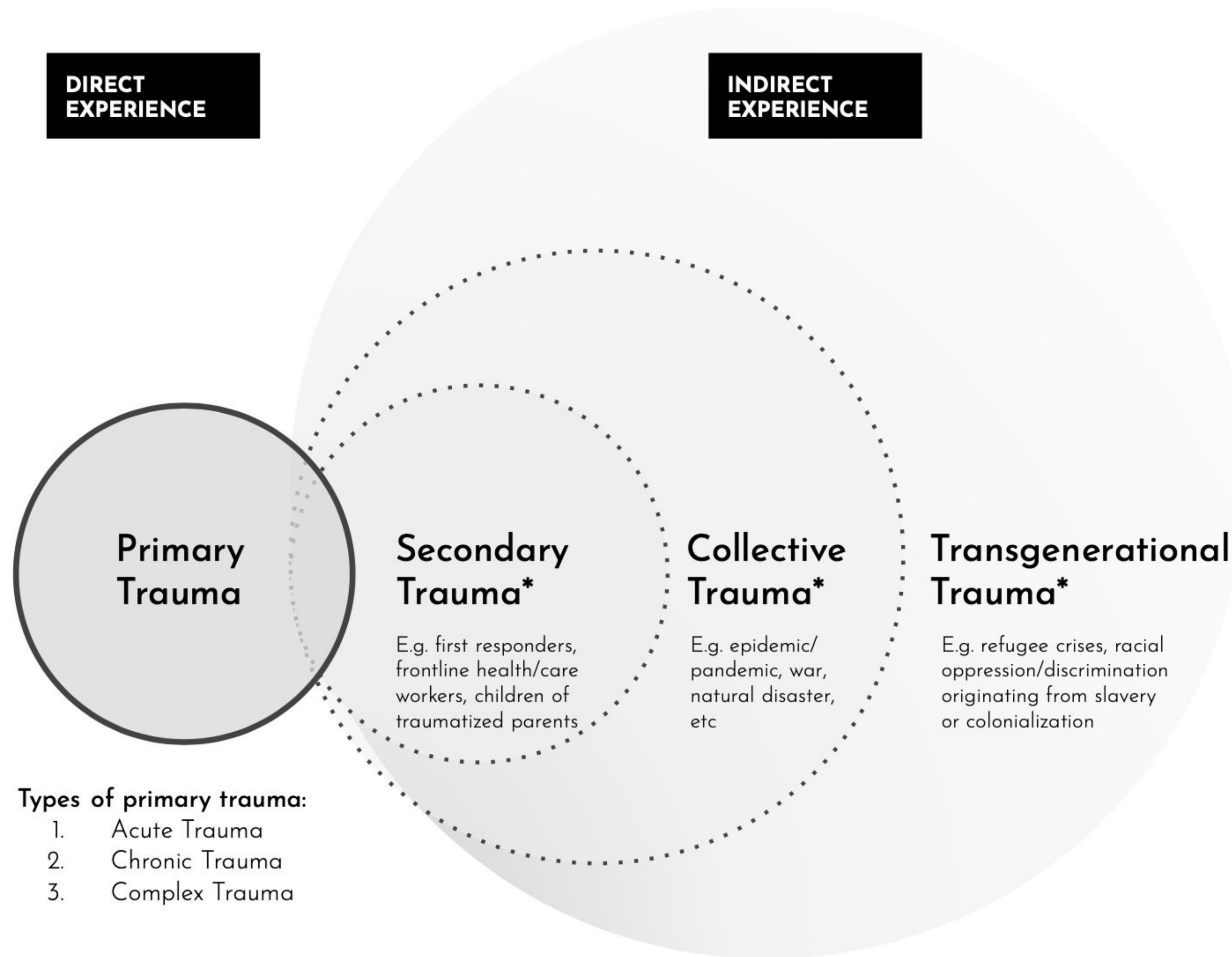
I am living with *Complex-PTSD*



## SPOKE & WHEEL

70% of the general world population reported at least one traumatic event in their life, and 30.5% experienced four or more traumatic events.

- World Mental Health Survey Consortium



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What is trauma?



## SPOKE & WHEEL

“Anything that is too much, too fast,  
too soon for the nervous system.”

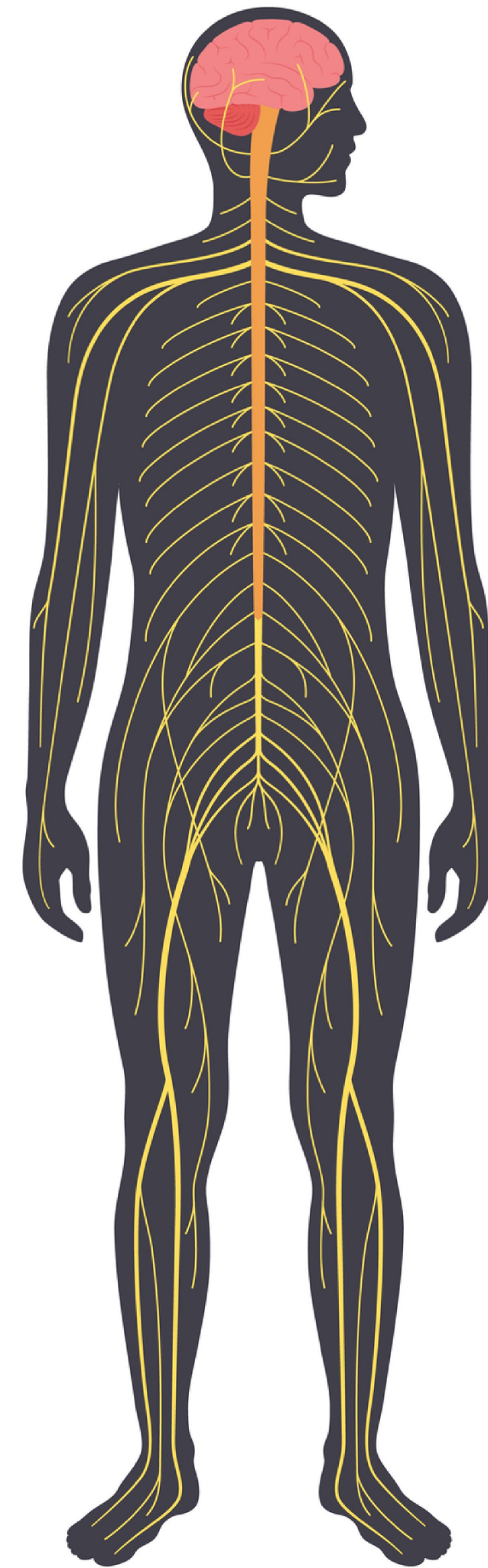
- Resmaa Menakem

## SPOKE & WHEEL

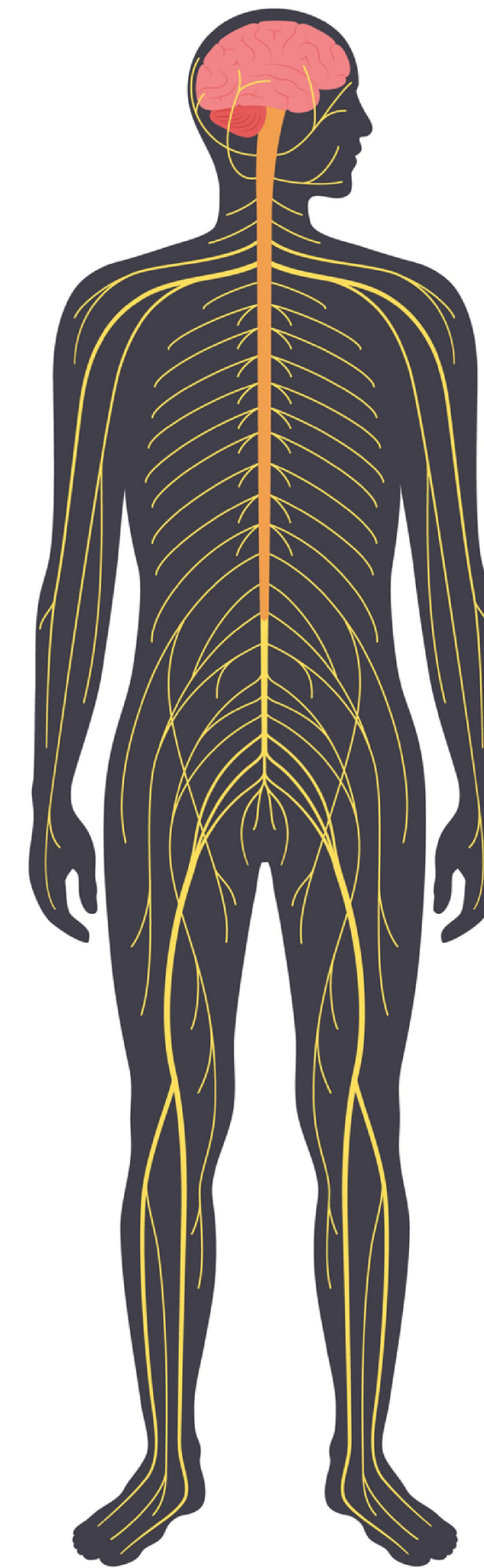
“Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual’s functioning and physical, social, emotional, or spiritual well-being”

- Substance Abuse and Mental Health Services Administration (SAMHSA)

Every human has a  
*nervous system*



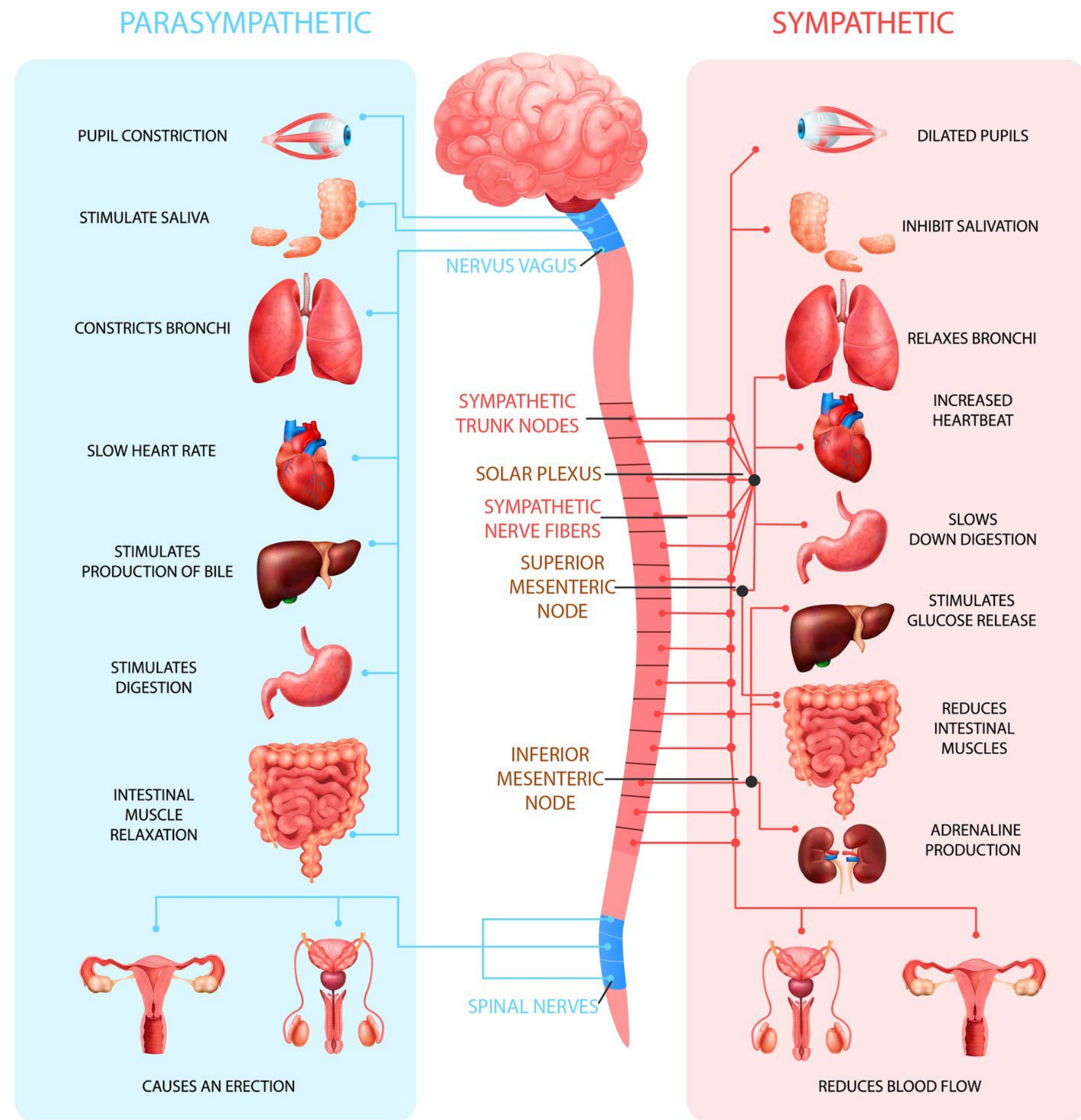
The ANS is always  
on guard asking the  
question: *Is this safe?*



# Autonomic Nervous System (ANS)

Homeostasis  
"The Break"

Energy conservation  
Muscle relaxation  
Rest and digest



Mobilization  
"The Gas"

Energy expenditure  
Muscle tension  
Fight or Flight

MAINTAINS HOMEOSTASIS

MOBILIZES RESERVES UNDER STRESS

# The Autonomic Ladder

200 million years ago

Safe

System of safety and connection

Safe and socially engaged

Connected to self and others

Can reach out for/offer help and support

I'm feeling calm and engaged.  
People are friendly and I can connect to them.  
I see the "big picture" and can explore options,

Operating IQ: 100-120

Sympathetic

Fight

System of mobilization

Stress and strain

Move into fight then flight

Driven to get needs met

Alarmed, anxious, fearful

I feel stressed, anxious and irritated.

I'm getting overwhelmed.

The world seems dangerous or unfriendly.

Operating IQ: 60-90

400 million years ago

Fight

Parasympathetic

Freeze

System of immobilization

Withdrawn or shutdown

Become foggy, numb

Disconnected from self and others

Going through the motions

I'm feeling burned out, numb and foggy.

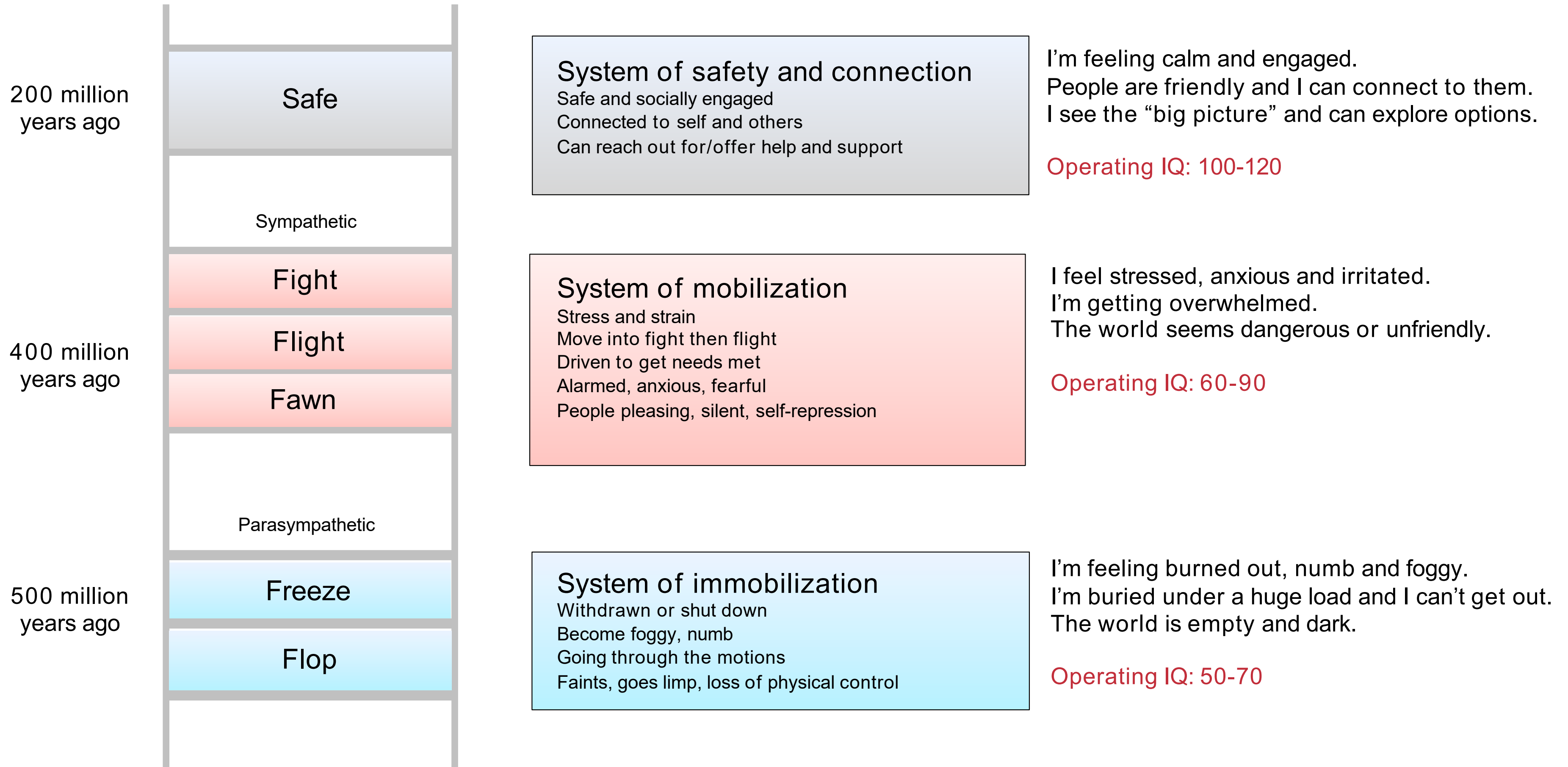
I'm buried under a huge load and I can't get out.

The world is empty and dark.

Operating IQ: 50-70

500 million years ago

# Trauma Responses



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Trauma is one of the main drivers of  
what is making people sick in our society



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# From Trauma to PTSD

PTSD is estimated to affect about **1 in every 3** people who have a traumatic experience, but it's not clear exactly why some people develop the condition and others do not.

Trauma is stored  
in the *body*



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*Feeling "on edge"*



S&W



*Trouble sleeping*



S&W



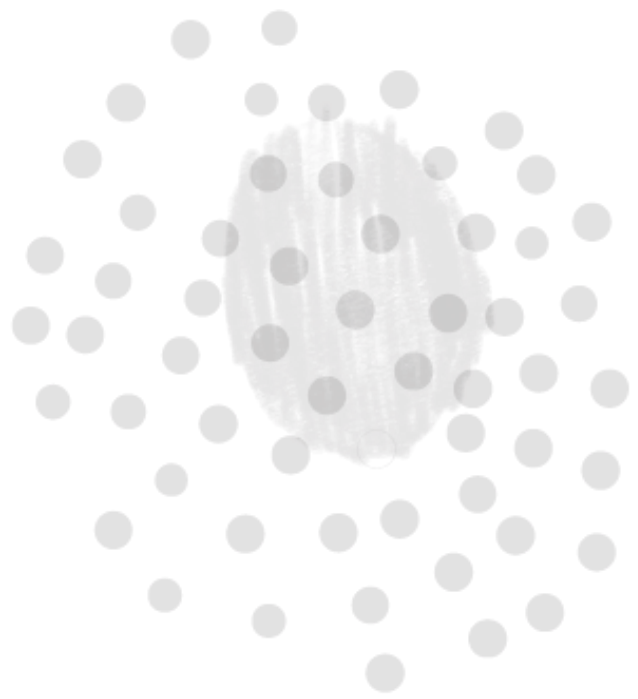
*Memory issues*



S&W



# *Anxiety-Depression*



S&W



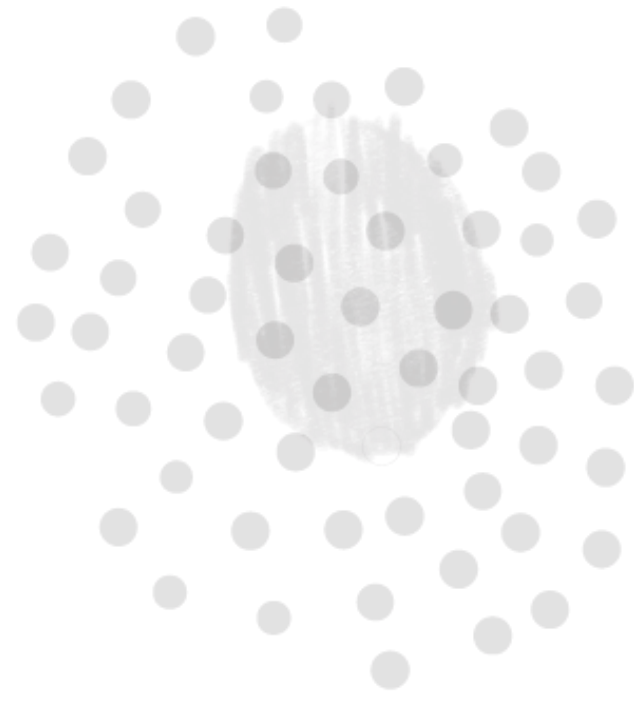
*Rage*





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*Low “window of tolerance”*





# *Chronic Pain*



A trigger is  
anything that  
reminds your  
*body of the trauma*



# PTSD Triggers

<p><b>Sounds</b></p> <p>Hearing certain sounds or music associated with your trauma or feelings can take you back</p>	<p><b>People</b></p> <p>Seeing someone who is related to the trauma or who has a certain trait physically can trigger you</p>	<p><b>Thoughts</b></p> <p>Certain thoughts or memories can make you bring you back to a trauma, often unwillingly</p>	<p><b>Smells</b></p> <p>Our human smell is strongly tied to our memories. As a result, certain scents can trigger a trauma.</p>
<p><b>Places</b></p> <p>The place where the trauma occurred can be a strong trigger, as well as similar places</p>	<p><b>Media</b></p> <p>A news report, a particular movie or a tv series can show a scene that is similar to your trauma</p>	<p><b>Feelings</b></p> <p>Sometimes a feeling or emotion can trigger your trauma</p>	<p><b>Situations</b></p> <p>If you find yourself in a situation that is similar to or reminds you of your trauma</p>

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*Type into chat*

What are some difficult behaviors you have witnessed from people at work?

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PTSD is more common than you think.

# ABOUT ALLA

Alla is the CEO of SPOKE & WHEEL, a **culture change and leadership development** company that builds safe and trauma-informed cultures.

She is a **culture designer & author** of *A Culture of Safety: Building an Environment for People to Think, Collaborate, and Innovate*.



# Current and Upcoming Meetings

## OCTOBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
<p><b>10/2/2023</b></p> <p>10:00 AM – 11:00 AM <b>USDA TARGET Center Assistive Technology Program</b> Rashida Owens Assistive Technology Program Manager</p> <p>12:00 PM – 1:00 PM <b>USDA TARGET Center Ergonomics Program</b> Stephanie Bradley Ergonomics Program Manager</p>	<p><b>10/3/2023</b></p> <p>11:00 AM – 12:00 PM <b>Rethinking Disability and What It Means to Be Disabled</b> Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM <b>(Neuro) Diversity Includes You</b> Dr. Theresa Haskins Haskins Consulting</p>	<p><b>10/4/2023</b></p> <p>11:00 AM – 12:00 PM <b>Nurturing Workplace Well-Being and Supporting Mental Health (Part 1 of 2)</b> Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM <b>PTSD Is More Common Than You Think</b> Alla Weinberg Spoke &amp; Wheel</p>	<p><b>10/5/2023</b></p> <p>10:00 AM – 11:00 AM <b>Empowering Lives Through Assistive Technology Solutions</b> Donny Osborn Boundless AT</p> <p>12:00 PM – 1:00 PM <b>Department of Defense Computer/Electronic Accommodations Program (CAP)</b> Erin Sanderson CAP</p>
<p><b>HOLIDAY</b></p>	<p><b>10/10/2023</b></p> <p>11:00 AM – 12:00 PM <b>Autism Inclusion and the Pathway to Neurodiversity</b> Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM <b>Lessons from Unpredictable Journeys: Insights from Temporary and Situational Disabilities (Part 1 of 2)</b> Dr. Theresa Haskins Haskins Consulting</p>	<p><b>10/11/2023</b></p> <p>11:00 AM – 12:00 PM <b>Creating a Trauma-Informed Workplace</b> Alla Weinberg Spoke &amp; Wheel</p> <p>1:00 PM – 2:00 PM <b>Nurturing Workplace Well-Being and Supporting Mental Health (Part 2 of 2)</b> Dr. Theresa Haskins Haskins Consulting</p>	<p><b>10/12/2023</b></p> <p>10:00 AM - 12:00 PM <b>USDA TARGET Center Ergonomics Demonstrations (Virtual/Onsite)</b> Stephanie Bradley Ergonomics Program Manager Howard Flowers BodyBilt Stephen DiCarlo Humanscale</p> <p>1:00 PM - 3:00 PM <b>USDA TARGET Center Assistive Technology Demonstrations (Virtual/Onsite)</b> Rashida Owens Assistive Technology Program Manager</p>



# Contact Information

TARGET Center Website

<https://www.usda.gov/target-center>

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