# Guide to Developing Your Organization's Initial Vision Statement

One of the most important steps for the Core Implementation Team is to develop a shared vision for your organization.  To accomplish significant organizational change, the guiding implementation team produces a clear sense of direction through a shared vision.

A trauma informed care (TIC) vision helps stakeholders "see" the direction where all the organizational plans and strategies will take you. Visioning requires the creativity to see possible futures. The goal is to articulate a vision that is so clear that it fits on one page and takes less than a minute to share.

Some questions to consider:
1) What do we want our new organization to look and feel like?
2) What does our organization need to Keep Doing, Stop Doing, and Start Doing?
3) What is the best way to make the vision a reality?

A vision statement is something you can place on the organizations website and disseminate throughout the organization. Ideally, the key values and principles you wish to articulate are embedded in the vision statement. To align your vision with trauma informed care it may be helpful to consider some trauma informed care critical values and principles.

Trauma Informed Care Values and Principles:
- Creation of a physically and emotionally safe, calm, and secure environment
- The workforce and leadership team have the knowledge and skills to support the TIC vision and recognize the importance of adopting TIC as integral to the mission of the organization
- The organization is culturally respectful and recognizes the role of the cultural and religious values of their clients in shaping the vision for the future
- The consumer voice, preferences, and perspectives are highly valued and an integral part of the vision for the future
- Clients have access to high quality, consumer-driven, trauma-specific services designed to promote recovery and resilience
- Healing, hopeful, honest, and trusting relationships are established among everyone in the organization

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