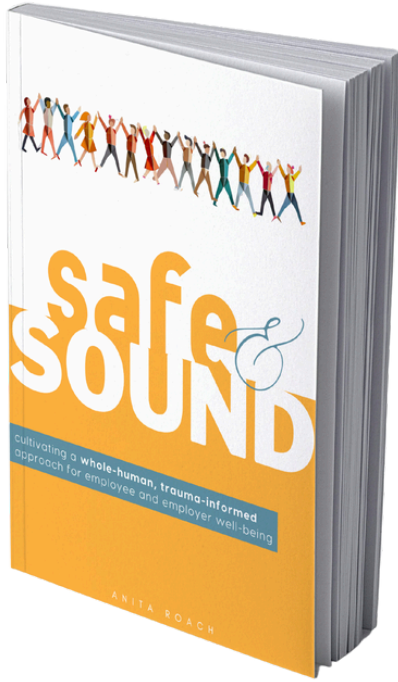


safe & SOUND

CULTIVATING WHOLE-HUMAN, TRAUMA-INFORMED APPROACHES FOR EMPLOYEE AND EMPLOYER WELL-BEING

About the Book



Safe & Sound introduces a revolutionary approach to workplace transformation by establishing psychosocial security—the policies, practices, and organizational structures that create clarity, autonomy, and control—as the foundation for psychological safety. This comprehensive framework helps organizations move from surface-level cultural initiatives to meaningful structural change that enables both employee and organizational success.

Unlike existing works that focus solely on psychological safety or trauma-informed care, **Safe & Sound** provides the first practical framework for establishing the foundational security that makes psychological safety possible. Drawing from three decades of organizational consulting and lived experience, Anita Roach bridges the gap between theory and implementation, offering clear strategies backed by research and real-world application.

Why this matters

THE COST OF UNSAFE WORKPLACES

20%

REDUCTION IN PRODUCTIVITY

\$25K+

TO REPLACE AN EMPLOYEE WHO LEAVES THE COMPANY

30%

DECREASE IN INNOVATION DUE TO FEAR OF RISK TAKING

43%

MORE SICK DAYS THAN SAFE COMPANIES

\$300B

ANNUALLY DUE TO BURNOUT, SHORT-TERM DISABILITY, AND INCREASED USE OF EAPs

\$58K

PER CLAIM RELATED TO WORKPLACE-RELATED PSYCHOLOGICAL CLAIMS

\$8.8T

LOST PROFIT ANNUALLY DUE TO DISENGAGED EMPLOYEES

POSITIVE IMPACTS OF SAFE & SOUND WORKPLACES

for employers



for employees

Part One: Understanding the Foundation

Chapters 1-4 establish the crucial connection between psychosocial security and organizational success, exploring how trauma manifests in the workplace and why traditional approaches fall short.

Part Two: The Safe & Sound Framework

Chapters 5-7 present the comprehensive framework for transformation, including the Seven Agreements and leadership's critical role in modeling trauma-informed practices.

Part Three: Strategies and Implementation Planning

Chapters 8-11 provide practical tools and strategies for implementing psychosocially secure practices; from engagement blueprints to resource allocation.

Part Four: Sustainability and Growth

Chapters 12-13 address common challenges and ensure long-term success through clear accountability and measurement structures.

Key themes




- Understanding the essential connection between psychosocial security, psychological safety, employee well-being and organizational success
- Recognizing how trauma manifests in workplace behaviors and systems
- Introducing the comprehensive Safe & Sound Framework for transformation
- Establishing the Seven Agreements necessary for sustainable change
- Building leadership commitment and organizational buy-in
- Creating inclusive, equitable approaches to transformation
- Ensuring resource commitment and forward momentum

AWARENESS

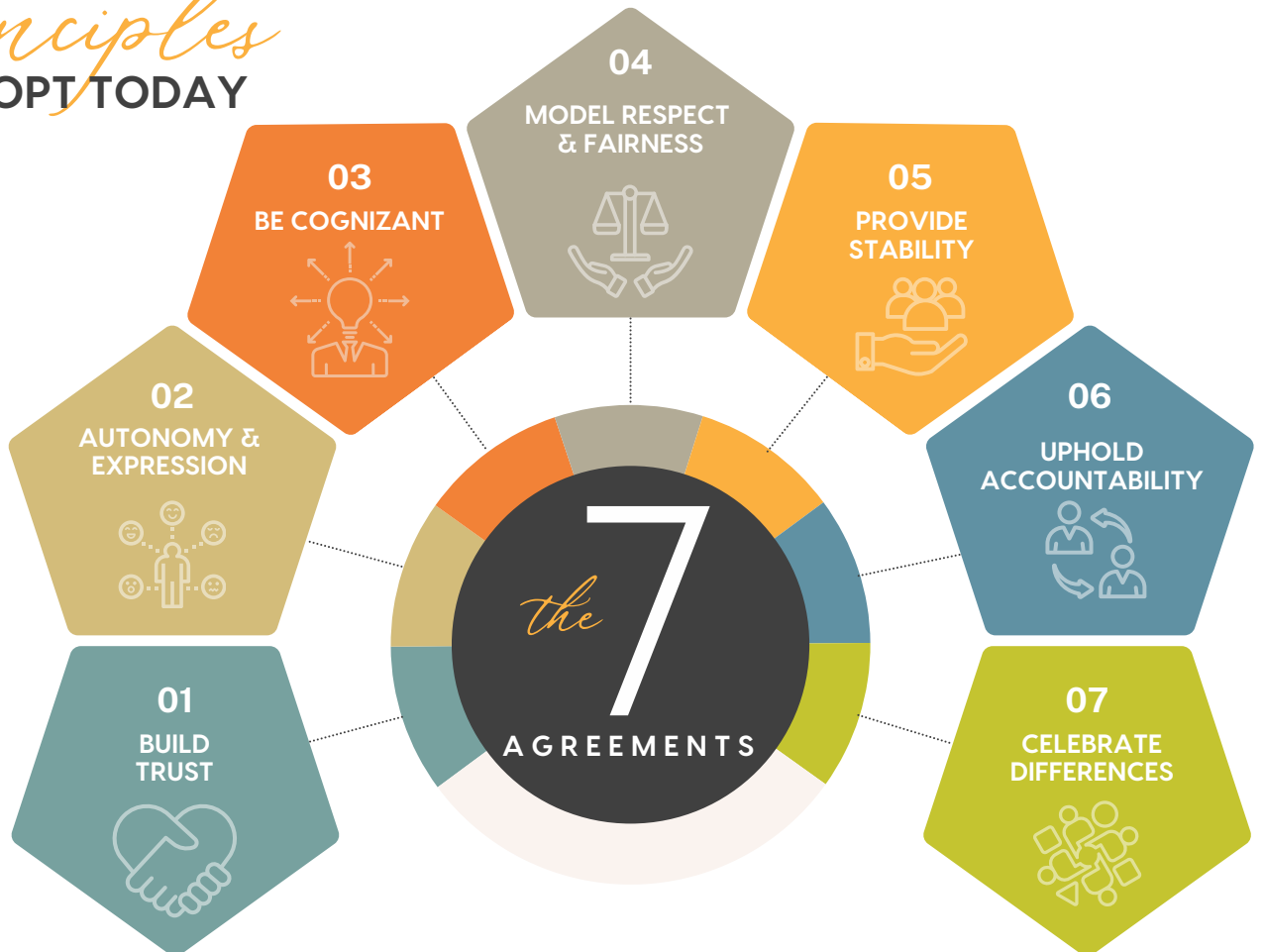
AWARENESS IS THE FIRST CRUCIAL STEP. IT BEGINS WHEN ORGANIZATIONS START TO SEE THE HIDDEN FACTORS THAT CONTRIBUTE TO STRESS, TRAUMA, AND DISENGAGEMENT. THIS AWARENESS IS OFTEN BROUGHT ABOUT BY A DIFFICULT EVENT OR CHALLENGE (HIGH TURNOVER FOR EXAMPLE)



safe & SOUND framework

 <p>ACKNOWLEDGEMENT</p> <p>Validating the pain and acknowledging root causes so transformation can occur and future events are mitigated.</p>	 <p>ADVOCACY</p> <p>Transformation needs a champion to unite stakeholders, advocate for, and align a Safe & Sound environment.</p>	 <p>AGREEMENT</p> <p>Progress thrives on leadership commitment. Clear agreements foster accountability and psychological safety.</p>
 <p>ANALYSIS</p> <p>Identifying gaps through focused analysis and employee input enables strategic plans aligned with Safe & Sound goals.</p>	 <p>ACTION</p> <p>Action teams turn Safe & Sound goals into reality, building trust through defined steps and collaborative efforts.</p>	 <p>ADOPTION & ASSIMILATION</p> <p>Thoughtful integration and regular reflection and recognition on the progress makes sure that action creates results.</p>

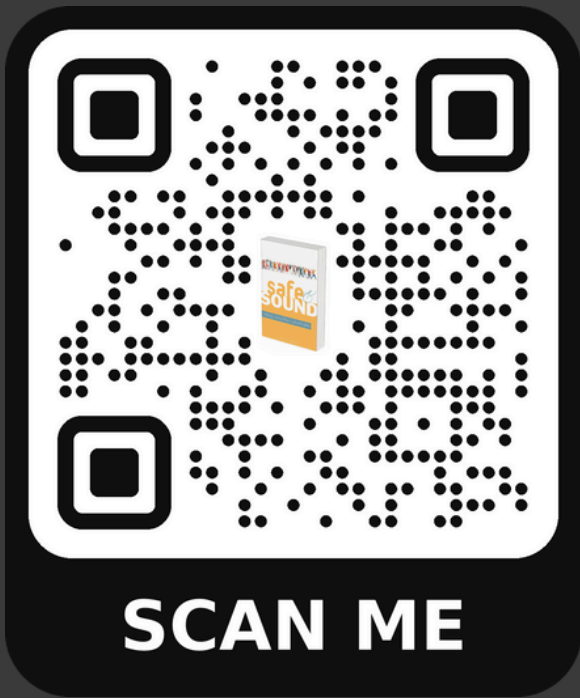
Principles TO ADOPT TODAY



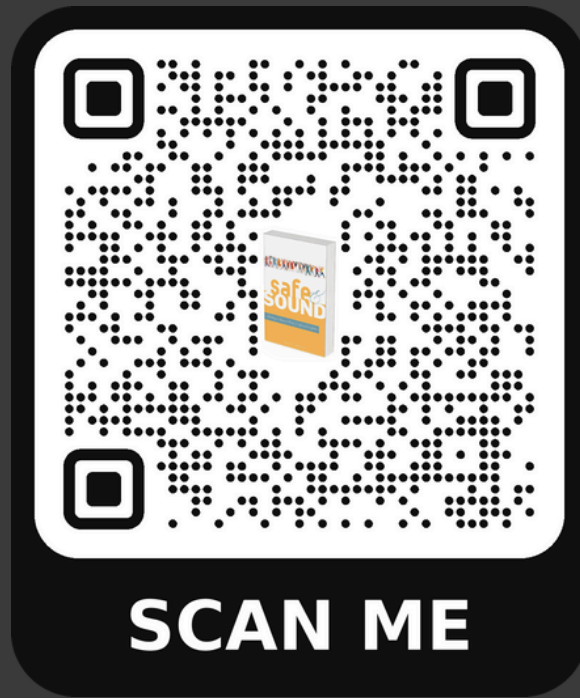
ABOUT ANITA



Anita is the Founder of the Safe & Sound Workplace Alliance and Author of Safe & Sound: Cultivating Whole-Human, Trauma-Informed Approaches for Employee and Employer Well-Being. For over three decades, she has consulted for and worked with professional service firms throughout the country; led internal marketing organizations; coached executive teams; and turned qualitative understanding into quantifiable outcomes. Her work creates results including project wins, improved team integration, process improvement, root cause analysis and transformation. She has found that hiding our humanness is the biggest detriment to success – individually and as an organization. With that knowledge, and her own experiences, she has come to believe deeply that there is a way to use the things hiding out in the dark to help create better corporate cultures. This belief has led to her passion for helping organizations understand trauma and the importance of creating psychologically safe environments. She holds a B.S. in Psychology, a Diploma in Global Leadership and certifications as a Trauma-informed Coach, Chief Well-being Officer, Holistic Health Coach and Strengths Practitioner.



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