
COT-21 Item Scale

Complex Organization Trauma

Please read the following statements and indicate on a scale of Not True to True how much you agree with them. After you complete the scale, add up each subsection.

	Not True	Mostly Not True	Slightly Not True	Slightly True	Mostly True	True
This organization provides services to individuals who have:						
1. Experienced violence	0	1	2	3	4	5
2. Serious problems	0	1	2	3	4	5
3. Been traumatized by others	0	1	2	3	4	5
4. Experienced sexual violence	0	1	2	3	4	5
5. Have chronic mental health issues	0	1	2	3	4	5
6. Addictions	0	1	2	3	4	5

Sub score: _____

	Not True	Mostly Not True	Slightly Not True	Slightly True	Mostly True	True
Staff in this organization:						
7. Have too many work tasks	0	1	2	3	4	5
8. Have little time to get their work done	0	1	2	3	4	5
9. Feel this job is emotionally draining	0	1	2	3	4	5
10. Feel policies change frequently	0	1	2	3	4	5
11. Work many extra hours beyond their normal work schedule	0	1	2	3	4	5
12. Feel this job is affecting their health negatively	0	1	2	3	4	5

Sub score: _____

	Not True	Mostly Not True	Slightly Not True	Slightly True	Mostly True	True
Staff in this organization:						
13. Feel bullied by supervisors	0	1	2	3	4	5
14. Feel bullied by managers	0	1	2	3	4	5
15. Feel bullied by staff	0	1	2	3	4	5
16. Care less about the clients than when they started	0	1	2	3	4	5

Sub score: _____

	Not True	Mostly Not True	Slightly Not True	Slightly True	Mostly True	True
In my entire life, I:						
17. Lived with someone that was a problem drinker or used drugs	0	1	2	3	4	5
18. Lived with someone who was chronically mentally ill	0	1	2	3	4	5
19. Lived with someone who attempted suicide	0	1	2	3	4	5
20. Experienced a sexual assault	0	1	2	3	4	5
21. Witnessed someone being hurt	0	1	2	3	4	5

Sub score: _____

Total Score: _____

Freeman, A. (2020). Complex Organizational Trauma 21 Scale. Millersville University of Pennsylvania Repository.

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Scoring:

Sub-Scores

Questions 1-6 Client History (0-30 possible score)

0-12, Clients have little to no reported trauma, abuse or neglect history

13-23, Clients have trauma, abuse or neglect history concerns

24-30, Clients have significant trauma, abuse or neglect history concerns

Questions 7-12 Work Impact (0-25 possible score)

0-10, The nature of work has little to no negative impact on the staff

11-19, The nature of work has a negative impact on the staff

20-25, The nature of work has a significant negative impact on the staff

Question 13-16 Organizational Climate (0-20 possible score)

0-8, The organizational climate is acceptable

9-15, The organizational climate has problematic issues

16-20, The organizational climate has significant problematic issues

17-21 Employee History (0-25 possible score)

0-10, Staff have little to no reported trauma, abuse or neglect history

11-19, Staff have trauma, abuse or neglect history concerns

20-25, Staff have significant trauma, abuse or neglect history concerns

Total Score:

0-50, Little to no COT

51-70, Mild COT

71-80, Moderate COT

81-100, Severe COT