

worklife

W E L L N E S S




Intermountain
Employee Assistance
Program
Healing for Life™

WorkLife Wellness classes are designed to increase self-awareness and offer practical techniques for personal and professional growth. Each class lasts approximately 60 minutes. Call 442.3509 or 1.800.832.7733 to schedule. These classes are free as part of the Intermountain Employee Assistance Program benefit.

stress management



The Art of Hardiness: Building Life Resilience

We can become more resilient to stress and change by focusing on three characteristics: control, commitment, and challenge. Participants learn about these three characteristics and how to build them into their everyday lives. This class is an employee favorite!



Laughing Your Stress Away

The role of humor is recognized as an indispensable tool for maintaining good health and a sense of well-being. Participants will learn how to find humor in their everyday lives and use it to reduce stress.



Life Balance

This class provides time for participants to evaluate what is necessary to have balance in their life. It also offers specific work and home strategies to help participants overcome the barriers to finding balance.

Learning to be Optimistic

The ability to think optimistically is a skill that can be learned and practiced. This class demonstrates how to replace pessimistic perceptions with optimistic thoughts that create energy and hope.

Relax, Relax, Relax

Is your mind racing? Are you worried sick? In this experiential class, participants try different methods of relaxing and quieting the mind. It includes visualization, stretching, and deep breathing.

Stress Management 101

Stress is a normal part of life that can be overwhelming. Learn how stress affects our bodies and design a personal stress plan that can help manage life's ups and downs.

Stop the Whining! Practicing Personal Accountability

We are responsible for our thoughts, emotions, and actions. Why, then, is it so easy to blame others for what we think, feel and do? This class reminds us of our choice to either be a victim or be accountable and outlines steps to practice our personal accountability.



life management

Appreciating Cultural Diversity

Cultural diversity can enrich our work and personal lives. This class will focus on how to learn and enjoy our community cultures.

Becoming a C.O.O.L. Parent

It's possible to be both a cool and effective parent. Come learn the techniques to be the parent you really want to be.

Caring for Aging Family Members

While it can be rewarding to support our loved ones, the task can be challenging and overwhelming. This class will provide valuable information on caregiver resources, preventing burnout, and coping with difficult behaviors.

Celebrate What's Right With The World

This inspirational training uses stunning photography and powerful dialogue to help you approach your life with celebration, confidence and grace. If we can celebrate what's right with the world, we can recognize the possibilities and find solutions for the challenges before us.

Emotional Intelligence

Emotional intelligence (EQ) is a set of five skills that has been shown to increase motivation, productivity, and life satisfaction. This class explains the components of EQ and how to incorporate them into work and home.

Foods and Moods

Successful dieters know the connection between emotions, thoughts, and eating. This class provides discussion on how to gain control over eating by managing our thoughts and moods.

Holidays of Good Cheer

Holidays can be full of good cheer by planning for activities that are most important to you and your family. This class provides tips on making successful plans and identifying realistic expectations for the holidays.

Making Marriage Work

Marriage takes commitment and effort. This class provides the five essential ingredients to make an intimate relationship thrive.

Managing Moods at Work

Everyone gets the blues now and then, but when there is little pleasure in life, there may be a more serious problem. This class will explain depression, the cause of this disease, and the most up-to-date treatment options.

Thriving in Change

Living in the 21st century means change, lots of it! This class explains the human response to change and suggests skills that can increase our capacity to thrive, not just survive, with change.

Time Management 101

One of life's greatest stressors is managing our long "to do" list. This class offers ideas and tips on making the most of your time.

Your Money Matters

If money is the number one stressor for most Americans, then taking time to discuss money matters is essential. This training focuses on defining financial health and exploring the means to achieve it with insight, skills and a genuine commitment. Participants will be asked to share their ideas and resources so all can benefit.





communication conflict

Are You Listening?

Listening is the most powerful communication tool for understanding others and problem solving, yet we often fail to use it. This class offers tools to effectively listen while avoiding common pitfalls.

Conflict Management: A Six-Step Model

Learning to manage conflict is a critical life skill. This class offers a six-step model to resolve problems while maintaining good relationships.

Dealing with Difficult People

Learning to act, not react, to difficult behaviors is an essential part of personal accountability. This class provides specific steps to take when responding to difficult, annoying behaviors.

Reading Body Language

Some communication experts believe that 93% of a message is delivered through body language. Participants will learn how to express themselves better using non-verbal behavior and how to be more accurate in understanding others' body language.

Receiving Feedback Graciously

Receiving feedback can be very intimidating. We easily become defensive and unable to discern between valuable information and mean-spirited criticism. This class provides tools to increase our self-confidence in receiving feedback and determining our response to the situation.

Understanding Our Differences

We often believe that everyone is like us rather than understand there are significant differences between people's personalities and styles. This class uses a personality style instrument to identify individual differences and then discusses how this information can increase team performance.

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supervisor support

Supervisor Support classes assist managers and supervisors with their everyday workplace challenges. By offering skill building and one-on-one consultation, Intermountain EAP is a valuable resource to leaders and human resources. Classes last approximately 60 minutes.

EAP: A Valuable Supervisor Tool

The EAP can be a valuable partner with supervisors in managing troubled employees. This class orients leaders to all of the available EAP services, including employee referrals that support healthy employees and teams.

Generational Diversity

Understanding generational differences in the workplace can help a supervisor maximize the strengths of employees and reduce conflict. This class describes how each generation perceives work, technology, life balance, and motivation and gives suggestions on managing multi-generational teams.

Leading Change at Work

When supervisors implement changes in the workplace, it's important to understand how employees may respond. This class provides specific strategies on how to support employees through change for successful outcomes.

Prevention of Workplace Violence

Every supervisor needs to know how to prevent and manage violent or potentially violent situations. This class helps supervisors and employees increase their ability to recognize early warning signs of potentially violent situations and know how to respond.

Prevention of Sexual Harassment

It is essential for employees to understand the definition of sexual harassment and what to do if it occurs in the workplace. This training is for supervisors and employees.

Supporting Shift Workers

Shift work isn't just a schedule change, it a lifestyle. Supervisors will learn specific strategies to help shift workers be productive and feel good when the shift is over.