

EAP Workplace Trainings



2020 EAP WORKPLACE TRAININGS

Our trainings offer practical techniques for personal and professional growth.

We offer classes for the general employee population, and we have developed classes for helping supervisors and managers recognize and support employees.

Each class lasts approximately 60 minutes. We ask that there be at least 10 people in attendance. We request that you provide six weeks advance notice to schedule.

The following is a list of classes for 2020.

Call 801.442.3509 or 1.800.832.7733 to schedule.



WEBINAR FORMAT: EASY AND ACCESSIBLE TO EVERYONE

Our trainings are now available through webinars. This allows employees to participate in trainings at their personal computers. This training format is easy, accessible, and accommodates all of your off-site employees.



General Employee Population

BECOMING YOUR MOST RESILIENT SELF

This class focuses on interventions, characteristics, and practices that have been shown to be effective in increasing resiliency.

MANAGING LIFE'S STRESS

Participants will learn practical ways to manage and reduce stress by focusing on quieting the mind and body.

MANAGING CONFLICT EFFECTIVELY

Conflict is a part of our work and personal lives – it is inherent in all relationships. This class challenges you to think differently about conflict and teaches skills to be able to address conflict more effectively.

NAVIGATING CHANGE AND TRANSITION

This class explains the human response to change and suggests skills to increase our capacity to navigate and thrive with change.

COMPASSION FATIGUE: THE JOURNEY FROM FATIGUE TO WELLNESS

Over time, caregivers and helping professionals can become weary of the demands of their jobs, combined with the secondary stress of witnessing or hearing stories of people suffering. This can cause the professional to withdraw, be overwhelmed, become cynical, and perhaps leave the profession. It



can start early in life and is reinforced through caregiving at work and home. Oftentimes, it is a matter of when, not if, a helping professional will be impacted, and can take months, even years, to develop. This class outlines the signs and symptoms of compassion fatigue and offers interventions to renew, recharge, and recommit to caregiving.

WHEN WHAT HAPPENS AT WORK WON'T STAY AT WORK

Helping professionals, first responders, and caregivers face intensely stressful situations as they respond to events involving death or serious injury. When these events activate the trauma center of the brain, the helping professional may experience symptoms that spill over into their professional and personal lives. This is not unusual for those who work with intense trauma. This class identifies typical and atypical responses to trauma and explains interventions that can help manage the symptoms related to trauma exposure.

EFFECTIVE COMMUNICATION

Learning to communicate effectively is a vital life skill. This class teaches healthy ways to express oneself assertively, fairly, respectfully, and collaboratively. Emphasis is placed on

listening, understanding, and delivering difficult messages.

QPR: QUESTION, PERSUADE, REFER (90 minutes preferred)

Sponsored by the Utah Department of Health and Human Services, this class educates participants about ways to recognize when someone may be suicidal and help refer them to a professional who can help. 90 minutes preferred.

MINDFULNESS IN THE WORKPLACE

This class is designed to increase the awareness of thoughts, feelings, and body sensations, and then use this awareness to respond with kindness and choice, rather than reactivity. This process is known as mindfulness. The practice of mindfulness has been shown to improve health and productivity.

DEVELOPING EMOTIONAL INTELLIGENCE

Experts agree that emotional intelligence accounts for twice as much as intellectual intelligence when determining success. This class outlines key components of emotional intelligence and practical ways to improve.

PRACTICING PERSONAL ACCOUNTABILITY

As we consciously choose to take ownership of our thoughts, feelings and behaviors we can harness inner strength and power. Participants will learn skills to overcome the common stumbling blocks of victimhood and hold themselves accountable.

Supervisor Support

EAP: A VALUABLE TOOL FOR SUPERVISORS

EAP is a valuable resource for supervisors. This session will cover the various services offered through the EAP, how to access them, ways that the EAP can assist supervisors in managing employee issues, and how to refer employees to the EAP.

WHEN GRIEF AND LOSS IMPACT YOUR STAFF

All work teams will experience loss related to a colleague at some point. This class covers best practice responses for leaders and offers tools to help supervisors support their teams when incidents of grief and loss affect the work place.

WHEN WHAT HAPPENS AT WORK WON'T STAY AT WORK (SUPERVISOR VERSION)

Caregivers are exposed to significant stress and adverse events in their work due to witnessing and hearing stories of people suffering. Trauma affects each caregiver differently and can manifest slowly over time. As a

supervisor, you are charged with caring for yourself and your staff. This class outlines some of the common signs and symptoms associated with secondary traumatic stress, offers resources and tools to help supervisors identify signs and symptoms of concern, approach staff who may be struggling, and support their teams.



Call 801.442.3509 or
1.800.832.7733 to schedule.