

EAP Workplace Trainings



2021 EAP WORKPLACE TRAININGS

Our trainings offer practical techniques for personal and professional growth.

We offer trainings for both the general employee population, and supervisors and managers. We can reach a wide audience through our webinar-based platform and in person instruction. All trainings are offered virtually once a month as open classes through our web-based training option.

Each training lasts approximately 60 minutes. For specific training requests by department or organization, we ask that there be at least 10 people in attendance and provide six weeks advance notice to schedule.

Below is a list of trainings for 2021

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 training 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 training challenges you to think differently about conflict and teaches skills to be able to address conflict more effectively.

NAVIGATING CHANGE AND TRANSITION

This training 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 training outlines the signs and symptoms of compassion fatigue and offers interventions to renew, recharge, and recommit to caregiving.

MANAGING WORKPLACE TRAUMA: WHEN WHAT HAPPENS AT WORK WON'T STAY AT WORK

Caregivers and first responders are exposed to significant trauma and stress at work due to witnessing and hearing stories of people suffering as they respond to events involving death or serious injury. This is commonly referred to as Secondary Traumatic Stress. It affects each caregiver differently and can result from one adverse event, or manifest slowly over time. It is not unusual for caregivers to experience symptoms that spill over into their professional and personal lives. This training 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 training 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 training 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 training is designed to increase mindfulness; which is the awareness of thoughts, feelings, and body sensations, and then use this awareness to respond with kindness and choice, rather than reactivity. 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 training 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 victim-hood and hold themselves accountable.

**For Intermountain Caregivers, Completion of this training can count towards your LiVeWell rewards program. Attendance verified the day of the training.*

Supervisor Support

EAP: A VALUABLE TOOL FOR SUPERVISORS

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

MANAGING WORKPLACE TRAUMA: WHEN WHAT HAPPENS AT WORK WON'T STAY AT WORK (SUPERVISOR VERSION)

Caregivers and first responders are exposed to significant trauma and stress at work due to witnessing and hearing stories of people suffering as they respond to events involving death or serious injury.

This is commonly referred to as Secondary Traumatic Stress. It affects each caregiver differently and can result from one adverse event, or manifest slowly over time. It is not unusual for caregivers to experience symptoms that spill over into their professional and personal lives. As a supervisor, you are charged with caring for yourself and your staff. This training is designed to help supervisors identify signs and symptoms of Secondary Traumatic Stress, learn how to approach staff who may be struggling, and support their teams.

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