

Workshops for Employees

These workshops are designed to help employees with managing problems that come up in their daily work and personal lives, to help them be happy, healthy, and productive.

Workshops are available to EAN all client companies. Please contact us to schedule a training date.

Building Better Relationships: Healthy work relationships enhance not only the individual employee's work life but also the ability of the company to achieve its mission. In this workshop, participants define the characteristics of a good co-worker. Active listening and healthy communication skills are taught, and participants practice use of these skills.

Brain Health - It's a Snap: As our workforces are aging, studies have shown that maintaining a healthy brain can increase an employee's capacity to thrive in the workplace. This interactive workshop provides some fun and helpful ways to maintain a healthy brain and stay mentally active and alert at any age.

Compassion Fatigue: For people who work in the helping professions, burn out and compassion fatigue are pitfalls to understand and self care is the key to prevention. This workshop provides information on recognizing compassion fatigue and education on self care strategies to help yourself and co-workers who may be dealing with compassion fatigue.

Conquering Emotional Eating: Emotional eating contributes not only to weight gain, but also impacts our general health and well being. This workshop provides participants with information on the factors that contribute to emotional eating and provides practical ways to help manage emotions and prevent emotional eating.

Coping with the Winter Blues: Winter can be a dark and cold time of year, and for some of us our mood can reflect the weather outside. This workshop reviews the challenges that winter brings and offers ways to cope more effectively and prevent "the blahs."

Cracking the Code - Successful Habit Change: Habits, largely unconscious, determine the quality of our lives. Learn the psychology of habits and how to change habits which keep you from your goals.

Creating a Respectful Work Environment: Harassment Prevention training is usually full of lists including what you can and can't talk about at work, legal definitions and the do's and don'ts for employees. The problem is that this approach hasn't prevented harassment in the modern-day workplace. This training provides the definitions and information that employees need while also focusing on the basics of how to create a work environment in which the culture does not allow harassment to thrive and employees on all levels speak out to stop harassment from happening.

Defusing Anger - Turning Mountains into Mole Hills: Many high conflict or even potentially violent situations in the workplace can be avoided by understanding how anger works and when to intervene. Understanding one's own anger triggers and learning to listen responsively rather than reacting is stressed in this workshop. This workshop can be particularly helpful for "frontline" employees.

Depression, Anxiety or Stress, OH MY: This workshop helps participants to understand the difference between depression, anxiety and stress and how to help themselves and loved ones when depression, anxiety or stress effects work and family.

Emotional Intelligence in the Workplace: This workshop explores emotional intelligence. Learn why emotional intelligence is a better predictor of success and happiness in your professional and personal life than IQ. You will learn what emotional intelligence is, why it is important and gain skills for cultivating it.

Gossip in the Workplace: Gossip is one of the most difficult and stressful issues in many work settings. This training looks at why employees gossip, what constitutes gossip and how to deal with gossip in any work setting.

Gratitude - The Flame Within: Studies show that practicing acts of gratitude can improve individual well being and feelings of happiness, but did you know that it can also have an impact on the workplace? Practicing gratitude at work can change the work environment dramatically by improving culture and interactions at work.

Holiday Stress: The holiday season can be a time of great joy and a time of great stress. This workshop helps participants understand the reasons why they may experience more stress during the holidays and identify ways to take care of themselves.

Lighten Up! Stress Reduction for a Tense World: This workshop is largely experiential in teaching relaxation techniques and in providing opportunities for employees to evaluate ways to reduce stress in their personal and work lives.

Managing Your Time So It Doesn't Manage You: There never seems to be enough time however, handling daily stress and time pressure can be easier with skills taught in this workshop. Participants will learn some simple and practical ways to prioritize and create a balanced personal lifestyle that can improve work performance.

Mental Shielding - What To Do When Anger and Criticism Hurt: This workshop teaches participants how to recognize their own sensitivity to the anger of others and how to avoid escalating the emotional intensity by learning steps to self care and positive self-talk. There is also an experiential exercise for participants to practice shielding themselves.

Problem Solving: Problem solving is made simple for participants through learning techniques to help conquer difficulties. Participants learn to identify when problem solving is needed and how to develop a plan of action for applying problem solving as a group or individual.

Psychology of Retirement: Retirement is a major life transition. This workshop will help upcoming retirees understand what to expect, and how to better handle the emotional side of this change. Workshop participants will learn through a short written exercise how to judge what their psychological needs will be once they retire, so they can plan ahead to make the transition as comfortable as possible. Successful retirements are more likely when one thinks ahead of needs, expectations, and make plans for getting those needs met early on.

Resilience: Skills to Last a Lifetime: Resiliency is our ability to bounce back from life's difficulties and traumatic events. This workshop identifies the behaviors and supports that create resiliency in someone's life journey that will help you on your path to creating happiness and well being.

Successful Change and Transition: Change is occurring more rapidly than at any other time in history. This workshop focuses on normal reactions to change, provides critical steps in dealing successfully with change, and emphasizes a healthy mind-set that facilitates professional resiliency in employees.

Understanding Substance Abuse: This workshop provides information about the various drugs of abuse and the concept of addiction. Participants will gain a greater awareness and understanding of substance abuse as it relates to individuals, families, and co-workers. This workshop also explores the question of how to help someone who doesn't want help.

Valuing Diversity - Moving from Awareness to Action: The face of America is changing, and the pace of that change is increasing each year. Studies have shown that companies with employees that are actively aware of the issues of diversity are more productive and profitable than those that are not. This workshop is 1/2 workshops offered by EAN and provides participants with a look at changing demographics, discusses why appreciating diversity is now an essential work skill, and provides the groundwork for moving from awareness to action.

From Knowledge to Action - Moving Towards Cultural Competency: This workshop is 2/2 workshops offered by EAN and provides information to help employees increase their understanding of cultural competency and enhance communication techniques when speaking to people of diverse backgrounds. Participants will learn the stages of cultural competency, how to challenge micro-aggressions and stereotypes, and ways to foster diversity within both their personal and professional lives.



**Employee
Assistance
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