

PRESENTATIONS & WORKSHOPS



Overview

Parkview Employee Assistance Program (EAP) offers a wide variety of workshops and presentations designed to provide education, skills training, prevention, awareness, and personal growth in areas of human behavior and performance.

Our workshops and presentations are one-hour and are fully customizable to meet the unique needs of each employer. We can adapt to any room set-up, accommodate any number of participants, and modify the level of interaction.

To ensure the most effective experience, our presenters appreciate knowing the audience's background and any specific concerns related to the topic. These details allow us to deliver relevant, engaging, and impactful content that best supports your team's well-being.



68% of full-time workers in the U.S. reported a moderate level of stress or higher.¹

28% of employees in the U.S. are experiencing burnout symptoms predominantly due to toxic workplace behaviors.²

81% of workers reported that they will be looking for workplaces that support mental health in the future.³

Sources

^{1,2} Johns Hopkins University. (2023, May 17). Breaking the stigma: Why mental health should be a priority in the workplace. Imagine. <https://imagine.jhu.edu/blog/2023/05/17/breaking-the-stigma-why-mental-health-should-be-a-priority-in-the-workplace/>

³ American Psychological Association. (2022). Work and well-being 2022: Mental health support at work. <https://www.apa.org/pubs/reports/work-well-being/2022-mental-health-support>

Stress & Change Management

Change has been called “the only constant”. Despite its regularity in our work and personal lives, potential exists for mismanaging those changes. This opens us all up to the likelihood of a stress response. We can choose to embrace rather than fear or avoid change and its related stress.

Participants in this workshop will be able to:

- Understand the factors that contribute to difficult change.
- Be able to recognize the negative effects of poorly-managed change.
- Identify adaptive ways to view and manage work-related stress.
- Utilize “damage control” strategies to minimize the negative and maximize the positive impact of change.

Audience: This workshop is for anyone who wants to manage change and stress more effectively.

Conflict Management

It has been said that if two people always agree, one of them is not necessary. This rings true whether the individuals are spouses, friends, coworkers, etc. Differences in perspectives, backgrounds, problem-solving approaches can lead to greater understanding and better outcomes in any setting.

Participants in this workshop will be able to:

- Identify types and causes of conflict in the workplace.
- Consider ways to resolve conflicts.
- Learn about some hindrances to resolution.
- Look at skills to prevent future conflicts.

Audience: Anyone who wants to manage conflict more effectively.



Parenting & Discipline

Each day parents are face with the challenging task called PARENTING. Parenting is an active, positive process that involves safe discipline. This workshop offers information, discussion, strategies and techniques to enhance their parenting skills. Having a parenting strategy and technique can add increased confidence in dealing with child, preteen and adolescent issues and behavior. It can also take some of the stress and struggle out of the task of discipline. The practice of positive parenting techniques and provide a sense of order and stability for the child, preteen and adolescent as he or she moves toward increased levels of independence.

This workshop will review the following:

- The various stages of infancy, childhood, preteen and adolescent development.
- Identification of signs of potential problem behaviors.
- Examples of methods and techniques to reduce negative behavior and increase positive behavior.
- Tips on effective communication between parents, children and teens.

Audience: Parents of children, preteens, and adolescents who want to enhance their parenting skills.



Avoiding Burnout

Burnout can impact anyone, leading to emotional exhaustion, reduced productivity, and a decline in overall well-being. This workshop explores the difference between compassion satisfaction and compassion fatigue, identifies the root causes and warning signs of burnout, and provides practical strategies to reduce its impact.

This workshop will help participants learn:

- Compassion satisfaction vs. compassion fatigue.
- The causes, signs, and symptoms of burnout.
- Reducing the impact of burnout.

Audience: Employees in high-demand or caregiving roles, supervisors, managers, and teams seeking to better understand burnout and learn effective ways to support themselves and others.

Drug and Alcohol Use in the Workplace

Addiction can be costly financially and economically for companies. Safety concerns, decreased morale, and lost productivity all impact the bottom line. Thankfully, there are action steps companies can take to decrease these costs, identify individuals in need, and promote a culture of overall health. There is treatment available, and this workshop will help employers implement a plan.

This workshop will help participants learn:

- A basic knowledge of drug categories and effects of their use.
- Understand Probable Cause/Reasonable Suspicion.
- Effective skills to approach an employee displaying warning signs of substance use.
- Action steps to promote an overall culture of health in your company.

Audience: Any company interested in providing a safe environment for all team members with the goal of being proactive in policy-making, identifying substance use concerns, and encouraging treatment.

Communication Skills

Effective communication is the foundation of strong relationships at work and home. This workshop helps participants recognize common barriers, understand the role of “noise” in communication, and build practical skills for clearer, more productive dialogue.

In this workshop, participants will:

- Examine the many roadblocks that may prevent effective communication.
- Get a better understanding of “noise” or interference that affects communication.
- Learn skills for productive dialogue.
- Gain tools to identify how they can improve their communication with others.

Audience: Anyone who wants to communicate more effectively with others at home and work.



Mental Health in the Workplace

Mental health plays a crucial role in workplace productivity, engagement, and overall well-being. This workshop provides insights into common mental health challenges, strategies for fostering a supportive work environment, and practical ways to reduce stigma while promoting a culture of well-being.

Participants in this workshop will be able to:

- Understanding the impact of mental health on workplace performance and culture.
- Recognizing signs of common mental health conditions in yourself and others.
- Strategies for creating a mentally healthy work environment.
- The role of leadership and colleagues in reducing stigma and supporting mental health.
- Resources and tools available for employees and employers.

Audience: This workshop is for supervisors, managers, HR professionals, and employees at all levels who want to better understand mental health in the workplace and learn ways to foster a supportive environment.

Bias & Inclusion

We all develop certain biases from an early age, depending on multiple factors. These biases tend to insulate themselves and can become more well-rooted over time. Inclusion in the workplace is a significant goal for many organizations, but can also be a difficult one to achieve. At times, unconscious biases impact our ability to be truly inclusive.

Participants in this workshop will be able to:

- Define bias and describe how it is formed at an early age.
- Describe the environment in which biases arise and flourish.
- Explain the types of bias and acknowledge both holding and experience the biases of others.
- Recognize how bias is maintained as well as ways it can impact work with clients and families.
- Determine steps they can take to minimize the impact of bias on their work and interactions.

Audience: Anyone who needs or is interested in more effectively interacting with or working alongside others who differ from themselves. Hint: We ALL differ from each other in many ways!



Self-Care & Boundaries

How can one relate to, care for, or lead others without leaving themselves behind? The drive to maximize productivity, assume responsibility to solve every problem or meet every need can result in burnout, resentment and the fracture of relationships, disappointment or failure at work or home. Taking care of ourselves and learning to set boundaries is a challenging yet crucial skill for our own personal well-being and becoming a valuable presence in the lives of others.

This workshop will review the following:

- The evidence that self-care needs our attention.
- The elements of holistic self-care.
- Importance of adequate sleep as part of self-care.
- Mindfulness and work-home transition practices for good self-care.
- Introduction to healthy boundaries, tips for establishing boundaries, and their benefits.

Audience: Anyone who wants to improve self-care and set better boundaries.



FINANCIAL WORKSHOPS

Financial workshops are approximately 45 minutes in length with the opportunity for questions at the end of the session. Presentations are conducted by Fort Financial. These financial workshops are offered at no cost to Parkview EAP clients and can be done in-person or virtually.

In partnership with:



Home Financing

Buying a home can be exciting, stressful, and overwhelming. Having an understanding of the home buying process and associated financials can help. In this workshop, participants will learn:

- The home buying process.
- Valuable information that will help make the home buying process more rewarding.

Audience: First time home buyers and anyone looking to buy or sell their home.



Auto Buying

Successful car buying comes down to knowledge, preparation, and knowing when to walk away from a bad deal. In this workshop, participants will learn:

- The proper way to go about buying a vehicle.
- Insider information on car dealerships and what you need to do before visiting a car lot.

Audience: Anyone interested in buying a car now or in the future.

Debt Reduction

Paying off a large amount of debt can seem overwhelming. With some simple steps you can begin to pay off the debt and move toward a more solid financial future. In this workshop, participants will learn:

- The 8 strategies to paying off debt.

Audience: Anyone who is ready to face their situation and begin the work to get out of debt.

Systemic Savings

All it takes is one unexpected event - a broken furnace, a property tax hike or, worse yet, a job loss - to underscore the importance of a personal cash reserve. Maintaining a healthy savings can provide a cushion in case of an emergency and put you on track for long-term fiscal stability. In this workshop, participants will learn:

- The importance of saving money.
- The process of automatically setting aside a specific amount of your income on a regular basis.

Audience: Anyone who wants to learn how to pay yourself first and make building a savings a priority.

Money Management and Budgeting

Managing your money can be overwhelming but building a budget and gaining control of your finances can be liberating. In this workshop, participants will learn:

- An understanding of basic money management skills.
- How to track spending, save money, and build a budget.

Audience: Anyone who is ready to face their debt situation and begin to work on steps to get out of the financial hole.

Understanding Credit Cards

Knowing how credit cards work provides useful insight on managing your debt more responsibly. In this workshop, participants will learn:

- A basic understanding of credit cards and how the industry operates.
- An understanding of rates, fees, and changes in terms.
- How credit cards can effect your credit score.

Audience: Anyone who would like to gain a better understanding of credit cards and how they impact your financial well-being.

Credit Scores

Having a good credit score is important now more than ever. Participants in this workshop will learn:

- How credit scores are calculated and how it can affect your finances.
- The 5 factors that influence your credit score.
- How to build, establish, and maintain strong credit.

Audience: Anyone looking to improve their credit score or anyone in the market to make a major purchase - such as buying a new automobile or home - this information is especially important to you.

Identity Theft

Identity thieves are constantly tweaking the methods they use to steal people's personal and financial information. Protecting yourself requires you to stay abreast of tactics thieves may be using. In this workshop, participants will learn:

- How to safely protect your identity and what to do if your identity has been compromised.
- Ways other people will attempt to steal your identify.

Audience: Anyone who would like to gain a better understanding of identity theft and ways to prevent it.

Life Stage Financial Planning

Financial goals change as you go through various stages of life. It is important to have a financial plan in place as you work through each stage. In this workshop, participants will learn:

- The different life stages and how to financially prepare for each one.

Audience: Anyone who would like to gain a better understanding of their savings, investment, and banking options during different life stages.

Tax Preparation

Tax filing can be daunting. In this workshop, participants will learn:

- How to properly prepare for tax season and the documents you will need to provide.
- An understanding of the deductions that may help you get a larger return.

Audience: Anyone who wants to make sure they are filing their taxes correctly.