



Stairways Behavioral Health On Site Education Sessions

Alcohol and Drug Free Workplace

The Robert Wood Johnson Foundation has reported that substance abuse is the nation's #1 health problem. \$80 billion of the nation's healthcare costs are due to smoking; 11.9 billion are due to drug use. In addition there are 18 million alcohol users and 5 million illicit drug users who need treatment but less than one fourth of these individuals get this assistance. This presentation focuses on the serious problems arising from the use of alcohol and drugs at work. Drugs of abuse are reviewed as are signs and symptoms of their misuse and steps to take to get help.

Anger Management

Anger is probably the most poorly handled emotion in our society. What are the roots of anger? Learn about what triggers your anger and how you respond to anger. Anger has positive and negative consequences. Learn the difference between aggression and managing anger. Explore techniques to cool off. Also, learn how to release anger to improve your health.

Caring for an Older Parent

As our parents age, we may become their primary support. This can be a struggle when we are in the work force. Learn how to deal with the stresses associated with care giving. Discover what resources are available in the community to help and the strategies for promoting healthy aging.

Caught in the Middle: The Sandwich Generation

As our parents age, we often become their primary support. This may occur at a time when our adult children also return to the nest. Learn how to cope with the stresses of providing this support and remain in the work force.

Change Management

Managing change is becoming one of the most critical competencies an organization can build. We will look at the pros and cons of handling change. As organizations are increasingly exposing their employees to change, they also need to teach them how to effectively manage the people side of change. This session is designed to examine the critical elements for managing change.

Conflict Resolution

What are the causes and different types of conflict? We will look at different methods of resolving disputes. Also, we will explore the difference between power and force and determine which is more effective. How can we create a more peaceful attitude?

Depression

What are the roots of depression and how does it impact the various areas of your life, such as work performance, health, relationships and parenting? How can you recognize the signs of depression in employees or co-workers? How can you help someone who is depressed? We will look at the holistic view of depression and explore various treatments for depression.



Development of Teenagers

What is a normal teenager? We will discuss the normal range of development of children in their teenage years and the demands placed on them. We will also look at how they change during these years and the impact those changes have on relationships. How does learning to become independent change their behaviors? Learn to recognize the “red flags” that indicate professional help might be needed.

Difficult People

Usually the difficult person is someone who is working from the negative side of their personality rather than from a conscious desire to be difficult. The person is often unaware of themselves and how they affect others. They also don't realize how harmful their actions are to their own career success. In the business world, we are constantly faced with trying to work with others who may challenge our ability to get things done. Learn how to deal with negative aspects in others and help the person see how much their negative behavior is damaging their career potential. Learn to keep your own sense of self-confidence and how not to allow yourself to be verbally abused.

EAP: Employee Orientation (30 min.)

This session is designed to introduce employees to the EAP it briefly explains the rationale and goals of EAPs. It describes the services that are offered. Typical situations dealt with in EAP treatment and referrals are discussed. Issues of access to service and confidentiality will also be reviewed.

EAP: Management Orientation (90 min.)

In addition to the information described above, this session provides managers and supervisors with tools to help them identify and intervene when an employee's work performance is deteriorating. Constructive confrontation, the use of consultative services, effective referral and follow-up are stressed.

Financial Management

This session on personal financial planning will focus on three general areas. First, helping employees to develop skills to control the day to day financial affairs that enable them to do the things that bring them satisfaction and enjoyment. Second, choosing and following a course toward long-term financial goals such as buying a house, sending kids to college or retiring comfortably. Third, building a financial safety net to prevent financial disaster caused by catastrophic illnesses or other personal tragedies.

Gambling and Other Addictive Behaviors

Everyone has addictive urges and sometimes gives in to them. An addictive disorder exists, however, when you cannot control your habit or behavior despite the fact that it is undermining your health, your relationships, your work, your finances, or your self-respect. Whether you have reached the “addiction” stage or not, recognizing and admitting that your habit is negatively impacting your life is the first step toward overcoming it. Learn how to build the strength to overcome your addiction, develop alternatives to it, and learn to live a healthy and full life.



Happy Healthy Relationships

This class will look at the energies of love in a fulfilling relationship. To improve your relationship, you must first understand the psychology of the relationship. Then, we will look at the various styles interpersonal relationships and the characteristics of each. We will also look at ways to manage conflicts with your partner. Finally, we will look at how keep your relationship feel special over the years.

Helping your Parents Adjust to the “Season of Loss”

As our parents get older, they inevitably experience loss. Although they are at increased risk for depression and other disorders, the loss doesn't inevitably lead to failure to cope. Learn strategies to assist your parent to maintain mental wellness in later years and to know when and how to get them help if needed.

Retirement: Preparing Emotionally

Retirement is one of life's major transitions. There is more to preparing for retirement than being prepared financially. We also need to be prepared emotionally for this major life change. We need to know what to do after the “honeymoon” period is over.

Sleep Issues

Insomnia is estimated to affect more than half of the U.S. adult population. Sleep loss can impair work performance, increase the risk of on the job injuries, contribute to employee conflict and lead to a myriad of health problems. This session will explore the causes of sleep disorders and offer effective solutions.

Stress Management

Identify the stressors in your life and how stress affects you. Learn how stress leads to depression, anxiety and physical diseases and the techniques to heal physically, emotionally, and spiritually, and the importance of self-care in stress management.

Violence at Work

As we recognize the rising tide of workplace violence, this session deals with some common risk factors and “common sense” responses to the problem. Prevention, early intervention, defusing and recovery will be covered. Some dos and don'ts will evolve from the discussions. A healthy realism regarding the risks workers face will be fostered.