



TriHealth Employee Assistance Program

Training Catalog

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Introduction

TriHealth Employee Assistance Program (EAP) trainings are designed to help your organization's employees improve their lives both at home and in the workplace. Our employee trainings cover topics including health, wellbeing, safety, and productivity. Our leader trainings are designed to promote safety and productivity as well as regulatory compliance in the workplace. TriHealth EAP's seminars are presented by a highly qualified team of experienced professionals with expertise in specific content areas.

Training sessions can be tailored to meet your needs including time of day, duration, and location. Trainings are most frequently offered in one or two-hour programs. However, our flexible scheduling can adjust to your needs, from 30 minutes to half-day to all-day training, or as a series. Training can be offered onsite, at a TriHealth location, or via webinar.

We continually develop new training as our companies' needs change. However, **if you are interested in a topic not in this catalog, please contact us at 513 891 1627 / 800 642 9794.**

01

Healthy Lifestyle

Graceful Aging – Wellness for Life

01-1

Aging is a part of life. We cannot help getting older, but we don't have to "get old." We significantly influence the quality of our lives as we age. This training addresses the challenge of aging, by discussing the normal changes in our mental, emotional, and physical state as we pass through each adult decade of life and the factors that influence how our bodies and minds age. We will also explore proactive steps to improve the quality of our lives.

Thrive in Every Way: Becoming Your Best Self

01-2

Setting goals is important, but we also need to understand how to achieve them. In this presentation, we will explore our values, strengths, and passions. Additionally, we will learn tips to boost motivation, effectively organize our time, and change habits to support the goals that matter most to us.

Habits Reimagined: A Roadmap for Positive Change

01-3

The psychologist William James once noted that ninety-nine percent of human behavior is driven by habit. While habits can be beneficial by allowing us to focus our conscious thoughts on more creative endeavors, understanding how and why habits form can clarify why some individuals struggle to break unhealthy habits, such as smoking, overeating, or constantly checking their phones. This presentation will explore theories related to habit development, including the Habit Loop. Additionally, we will examine practical and effective tools to help transform negative habits into positive ones.

Finding Your Voice: Stay Confident and Motivated through Life's Ups and Downs

01-4

"I can't believe she just said that to me!" "His words hurt me. I didn't know how to respond." Have you struggled with knowing what to say, feeling confident standing up for yourself, or being motivated to make changes? This training will help you advocate for yourself, gain confidence, increase your motivation, and develop goals.

Find Your Spark: The Path to Motivation

01-5

It is often difficult for us to get motivated by the changes we want to make in our professional and personal lives. The goals of this training are to describe motivation, discuss how we can motivate ourselves, and introduce an array of tools for increasing and maintaining motivation.

01

Healthy Lifestyle

Gratitude and Perspective (30 minutes)

01-6

This presentation will focus on how gratitude and perspective can positively impact our resilience and mental health. We will define and discuss each of these tools and provide concrete suggestions for incorporating gratitude and perspective in our daily lives.

From Overwhelmed to Organized: The Ultimate Guide

01-7

When it comes to organizing, we can be our own worst enemies. It is easy to get frustrated, overwhelmed, and just want to give up. However, the benefits include lowered stress, increased efficiency, and greater productivity both at home and at work. In this training, you will learn how to overcome personal barriers and learn effective tools for organizing your personal and professional lives.

Managing Holiday Stress

01-8

The holidays can be a very stressful time. Learn how to focus on what is important to you during the holidays and manage the areas that cause stress during this time. This presentation describes the value of an action strategy to reduce stress and provides tips on how to take care of your health during the holidays.

Managing Holiday Stress and Grief: A Multi-Faith Perspective

01-9

Grief and loss often are felt strongly during the holidays, as traditions, families and relationships change or loved ones pass away. Faith is one resource that helps people cope with these experiences. Join us as we consider how faith and psychology together can help us manage holiday stress, grief, and loss.

Movement is Medicine: How Movement Can Improve Mental Health

01-10

Physical health affects mental health, and mental health affects physical health. Participants will learn the difference between physical activity and exercise as well as the benefits of movement. How to get started is also discussed.

01

Healthy Lifestyle

Parenting Prep for Back-to-School

01-11

Are you worrying about homework, juggling soccer practices, arguing about screen time, packing lunches, and feeling stressed? It must be time for going back to school. In this training, you will recognize the importance of establishing a routine, discuss best practices for smoother evenings, and learn how to add self-care to your busy day.

From Setback to Comeback: Strengthening Your Resilience

01-12

Learn skills to build resiliency and to better cope with the stress that affects your daily life. Resilience is the ability to adapt and persevere through stresses and times of adversity.... not just to survive, but to thrive and become stronger. In this program, key skills to increasing your resiliency will be explored.

Sleep Smarter: Boost Your Health with Better Sleep

01-13

Getting enough sleep is critical to both our physical and emotional wellbeing yet 70 million Americans suffer from some type of sleep disturbance. This presentation will explore the importance of sleep and help participants develop an understanding of what is required for restful sleep. We will also look at common causes of sleep disruption and review helpful tips to improve sleep.

Self-Care 101: Strategies for a Busy Life

01-14

We are all skilled at showing compassion to others, but how many of us show ourselves that same level of kindness? One of the best things we can do for our minds and bodies is to take a break and remember our values. In session one, we will define self-care and discuss how to weave the six components of self-care into our daily routine.

Self-Care 102: Strategies for a Busy Life Part Two

01-15

In optional session two, we will talk about the barriers preventing us from fully implementing self-care into our routines. We will also practice relaxation exercises as a foundation for self-care.

02

Stress Management

Mastering Stress: Tools to Cope with Life's Demands

02-1

Increased work expectations, financial uncertainties, information overload, ... it seems people are more stressed out than ever. A U.S. News survey found 7 out of 10 people felt stress at some point during a typical weekday. This presentation discusses the causes of stress, how to identify stress signals, and learn useful techniques to manage stress in your life.

The Benefits of Laughter: How Humor Can Impact Your Health

02-2

Humor—through laughter, silliness, and a positive outlook—can greatly benefit us by helping manage stress, fostering connections, and boosting productivity. Yet, in stressful moments, we often overlook our humor skills. This training will highlight the physical, social, and mental advantages of humor and provide strategies to reintegrate fun into our daily lives.

Food for Thought: Understanding & Managing Emotional Eating

02-3

Eating large amounts of food to cope with feelings, rather than out of hunger, is a common experience and the number one cause of overeating in the United States. Participants will learn to define emotional eating and differentiate between eating when hungry and emotional eating. They will also learn emotional craving management skills.

Unplug: Take Care of Your Mind & Body and Connect with Others

02-4

Stop! Has it been more than five minutes since you checked TikTok, Instagram, Facebook, or X? Do you have your phone in your hand right now? Many of us have become dependent on social media for news, connection to others, and entertainment. As a result, we might have neglected our health, picked up harmful habits, or forgotten our true passions. In this training, we will discuss the impact of social media in our lives, focus on alternatives, and learn relaxation tools.

Strengthening Your Winter Resilience

02-5

The winter season can bring about the winter “blues.” Shorter days of sunlight, colder weather, snow emergencies, and even “cabin fever” can get you down. This presentation will focus on the qualities of winter that can make it a difficult time, educate regarding the difference between normal “winter blues” and the more serious Seasonal Affective Disorder, and educate regarding ways to cope with winter and its effects.

Work-Life Harmony is the ability to holistically integrate and balance our personal lives and our careers. This training will focus on how work-life harmony differs from work-life balance, how you can increase your work-life harmony, and provide concrete tools to use when life is not in harmony.

02

Stress Management

03

Drug and Alcohol Awareness

Alcohol and Its Impact on Your Health

03-1

Alcohol can be an enjoyable beverage. However, it is also a drug that can cause serious consequences if used inappropriately. This training is designed as a “user’s manual” to the effects of alcohol, healthy drinking habits, and how to enjoy our national beverage moderately and safely.

Understanding Addiction: Tools for Prevention & Support

03-2

Addiction to alcohol and drugs affects at least one of every 10 adults in the United States. It not only affects the individual with the disease, but it also harms everyone associated with them, including their family, friends, coworkers, and fellow community members. This seminar discusses the elements to understand addiction and how to help someone who is addicted.

Marijuana: What You Need to Know

03-3

More and more states are legalizing marijuana for medical or recreational use. This training focuses on helping you understand the history and use of hemp and marijuana in the United States, the effects of marijuana and the extent of its use, the medical uses of marijuana, CBD products and their similarities and differences from marijuana.

Nicotine Cessation (3-Part Series)

03-4

Nicotine use is the leading preventable cause of illness, disability, and death in the United States. Nicotine, in the form of cigarettes, cigars, or chewing tobacco, is one of the most difficult drugs to quit. These trainings help the employee on the journey of quitting, by presenting the challenges of quitting and strategies to help with those challenges. Each of the following three trainings can be presented individually or in a sequence.

- **The Challenge of Quitting Nicotine**
The effects of tobacco and nicotine and why it’s use is so difficult to quit are discussed. We discuss common withdrawal symptoms when quitting and effective strategies for managing those symptoms. The most widely used medication options for quitting nicotine are also reviewed.
- **Nicotine Cravings Management**
This training helps participants identify the people, places, and things that can trigger nicotine craving and strategies they can employ to minimize the amount or severity of cravings. We also focus on effective coping skills for managing cravings.

- **The Stages of Nicotine Cessation**

This training provides an overview of the process of quitting nicotine. It focuses on strategies to help with the preparation stage, coping with withdrawal symptoms in the initial three days of quitting, the lifestyle changes of the first month, maintaining nicotine recovery in the ensuing years, and coping with a nicotine relapse.

Nicotine Cessation Program

03-5

The process of quitting nicotine is one of the most difficult an individual will undertake, and no one must do it alone. This 6-session program delivered in the workplace helps employees learn how to decide to quit and the steps of quitting tobacco. The sessions include the setting of a "quit date," and utilizing the support group to discuss the challenges and triumphs of quitting nicotine.

03

Drug and Alcohol Awareness

04

Emotional Health

Shedding Light on Depression: A Guide to Understanding & Support

04-1

Depression is the most common form of mental illness. Chances are, someone you know has experienced or is experiencing an episode of depression. This program will help you recognize the signs and symptoms of depression and understand why it is different than sadness. We will explore helpful tools for managing depression as well as the most effective treatments available. You will also learn how to help someone who may be depressed.

Emotional Intelligence: Tools for Everyday Success

04-2

Emotional intelligence, or EQ, is all about recognizing and understanding our emotions, which helps us manage our feelings and connect better with others. Research shows our success in life and relationships often hinges more on our EQ than our IQ. In this training, we will dive into what emotional intelligence really means, explore how our brains influence our emotions, and share practical tips for boosting your EQ.

The Art of Happiness: Exploring the Science of Positive Psychology

04-3

In the past, psychology focused on helping people alleviate negative emotions, such as depression, grief, or anxiety. Positive psychology focuses on helping people boost a positive emotion, called happiness. We will explore what makes us happy, by defining positive psychology, describing the qualities that help people feel happy, and discussing methods for establishing and developing those qualities.

Burnout Be Gone: Tips for Preventing Burnout

04-4

Everyone experiences stress at work and at home in various ways. At times we manage that stress well and other times we do not. Feelings of chronic stress left unmanaged can lead to feelings of burnout. In this presentation, you will learn what burnout is, how to assess yourself for potential burnout, and discover tools to prevent and/or recover from burnout.

Setting and Keeping Boundaries: Where to Draw the Line

04-5

Boundaries are invisible lines that tell others what is acceptable and what is not. Healthy boundaries can improve mood, resilience, relationships, and time management. Without boundaries, we are left feeling misunderstood, taken advantage of, and even unloved. Explore the various types and benefits of strong boundaries and get practical tips for setting boundaries in your own life.

04

Emotional Health

Changing the Conversation: Suicide Awareness & the Path to Healing

04-6

Suicide is one of the leading causes of death in the United States; 132 people died from suicide each day on average last year. This training will discuss potential warning signs and possible risk factors. We will discuss how to help yourself or someone else who may be considering suicide. We will also review how to cope with loss from suicide.

Thrive, Don't Just Survive: Prioritizing Men's Mental Wellness

04-7

Men's mental health is a critical yet often overlooked issue. Men often feel pressure from high workloads, long hours, less social support, and a culture that often discourages vulnerability. These factors contribute to high rates of stress, anxiety, depression, substance abuse, and burnout. Promoting mental health awareness is essential. This training will address barriers and how men can support their own mental health and increase knowledge about when and how to ask for help.

Understanding Moral Injury: Impacts and Interventions

04-8

Moral injury is a significant issue in the helping professions—such as healthcare, social work, emergency response, and clergy—where individuals are routinely exposed to human suffering, ethical dilemmas, and high-stakes decisions. It occurs when professionals feel they have violated their moral code or are unable to act according to their values due to systemic constraints or external pressures. In this training, we will discuss how to be attentive to moral injury including understanding emotional and psychological harms, individual impaired functioning, ethical fatigue, organizational impacts, and learn how to recover.

Adult ADHD in the Workplace

04-9

Oftentimes, we picture Attention-deficit Hyperactivity Disorder in the context of a classroom, but untreated ADHD can have an enormous impact on our wellbeing in the workplace. This training will help you understand the effects of ADHD and offer practical ways to increase focus and decrease frustration.

Vicarious Trauma: What Professionals Need to Know

04-10

As the healthcare field has grown in its understanding of post-traumatic stress, it has become more aware of the impact of working with traumatized populations. In this training, you will learn to identify the markers of vicarious trauma and protect against its long-term effects so you can continue to effectively serve others.

04

Emotional Health

QPR Suicide Prevention (90 minutes)

04-11

QPR stands for Question, Persuade, Refer – 3 simple steps anyone can learn to save a life from suicide. This is a practical, evidence-based suicide prevention training that teaches participants how to recognize warning signs of a suicide crisis and take action. Through this session, individuals learn how to ask direct questions about suicide, persuade someone to seek help, and refer them to appropriate support resources, empowering anyone to potentially save a life. Cost for booklets is \$2.75/person

What? Me Worry?

04-12

Most of us are very familiar with the emotional habit of worry, and 38% of Americans admit they worry daily. Worrying itself is a normal and healthy coping mechanism, but too much worry can make us overwrought, sleepless, and unhappy. This training focuses on defining worry and the different types of worry, describing the difference between productive worry and unproductive worry, and outlining strategies on how to worry less and enjoy life more.

05

Relationships and Family

The Guide to Caring for Yourself While Caring for Others

05-1

The overwhelming majority of caregivers are non-professional; typically caring for aged, infirmed, or disabled family members, friends, or children. Caregiving is fraught with numerous jobs and family pressures yet can have its intangible rewards. This program identifies signs of caregiver stress and offers useful suggestions for self-help, respite, and support for the caregiver.

The Relationship Blueprint: Building Stronger Bonds

05-2

Relationships are essential in our lives, including our spouses, friends, and co-workers. They support us and shape who we are. Understanding relationships helps us strengthen them. This presentation will cover the qualities of great friendships, family bonds, work connections, and healthy romantic relationships.

06

Mindfulness

Mindfulness for Life

06-1

Attentive, present-focused team members have been shown to demonstrate greater resilience and foster more meaningful relationships in the workplace, all qualities that lead to heightened productivity and effectiveness on the job. To help strengthen these traits among your team, the skilled counselors of TriHealth EAP have created an engaging series that explores mindfulness practices and their role in developing improved focus and adaptability. Through this series, team members learn the foundations of mindfulness, situational-specific applications, and the many benefits of its practice.

- Mindfulness for Beginners
- Mindfulness for Stress Management
- Mindfulness for Sleep
- Guided Imagery
- Mindfulness for Everyday Living
- Mindfulness for Parenting
- Passive Muscle Relaxation
- Mindfulness for Anxiety
- Mindfulness for Relationships
- Mindfulness for Depression
- Progressive Muscle Relaxation
- Mindfulness for Eating

Each presentation lasts from 20-60 minutes. Presentations can be single topics, combined, or presented in a series.

07 The Workplace

Speak Up: Mastering Assertive Communication

07-1

Assertiveness is a communication style where individuals express their own needs while considering those of others, promoting respect and avoiding both passive and aggressive approaches. Passive communicators often feel manipulated, leading to stress and resentment, while aggressive communicators may be seen as bullies who disregard others' rights. This training will focus on developing assertive communication skills through interactive discussions and role-play.

The Work Relationship Blueprint: Building Stronger Bonds

07-2

Healthy work relationships are essential to our ability to do our jobs and contribute to our job satisfaction. This training discusses the joys and challenges of interacting with coworkers, explores the process of making and keeping healthy working relationships with coworkers, and teaches how to constructively cope with difficult co-worker situations.

Embracing Workplace Change: Tools for Success

07-3

With our changing technology and current financial pressures, workplace change feels as if it is occurring at the speed of light. This presentation focuses on the strategies an employee can use not only to get by but to excel in a changing workplace. We will explore the challenges involved and strategies to aid in the process of coping with workplace change.

Find Common Ground: Effective Conflict Resolution Techniques

07-4

Conflict is an inevitable part of everyone's work lives. It is impossible to interact with others without disagreements or differences of opinion which, if managed well, can lead to improved working relationships and a positive means to arrive at better solutions. This seminar is designed to discuss the common causes of conflicts, help participants discover their preferred conflict management style, and discuss how to manage workplace conflict more healthily.

Keeping Your Cool: Strategies for Managing Angry Customers

07-5

From time to time, we must deal with irate customers, whether it is in person or on the phone. Sometimes we may even find ourselves being one of those angry people! This program offers tips regarding how you can assist irate customers while helping take care of yourself emotionally. We will examine the causes of customers' anger and understand our responses to it. We will also discuss the difference between difficult people and difficult situations, develop effective skills to diffuse customers' emotions, and review self-care strategies.

07 The Workplace

Winning Over Difficult People: Tools for Effective Communication

07-6

From time to time, everyone faces the challenge of how to effectively manage difficult people on and off the job. This program is designed to explore what makes people “difficult” and help participants develop communication strategies to deal constructively with difficult people. We will look at traits of common types of difficult people and identify strategies to assist in improving interactions with them.

Celebrating Differences: Creating an Inclusive Culture

07-7

This training defines diversity, equity, and inclusion, the relationship between them, and the major dimensions it often encompasses. How to build greater cultural competence and skills to improve cross-cultural communication are also discussed.

Generations at Work: Understanding Differences to Drive Success

07-8

Each generation experiences a different developmental stage and has “come of age” during different world events and popular cultures. There are common differences between generations that manifest in the workplace. This training focuses on common life events and philosophies of the generations of workers and presents tools on how to improve our understanding and appreciation of our differences.

Harassment-free Workplaces: Awareness, Prevention, and Action

07-9

Employees want to be treated with respect, and in return are responsible for treating each other with respect. This training focuses on the dangers and misconceptions of workplace harassment. It describes the types of harassment that endanger morale, productivity, and smooth operations of a workplace. It also addresses employees’ role in maintaining a respectful workplace and reporting harassment.

Surviving Job Loss: Coping Strategies & Building Your Next Step

07-10

Losing one’s employment can be a devastating event. No matter how prepared we might be it remains one of the most traumatic circumstances we can encounter. This program will help those who have or will be losing their jobs to understand the emotional, physical, and behavioral symptoms of job loss, and to learn skills to come out stronger.

07

The Workplace

Mastering Time Management for Better Results

07-11

There are always demands on our time and like it or not, there are only a finite number of hours available to us in a day. What you accomplish at work depends largely on your motivation, your energy, your skills and abilities, and other resources. Effective time management can help us to work smarter, be more efficient, and feel less stressed. We will look at obstacles to effective time management, learn how to set priorities and avoid urgency addiction along with other strategies to manage your time.

The Power of Words: How to De-escalate Conflict Effectively

07-12

Providing exceptional customer service can be challenging as we strive to meet the wants and needs of the individual being served. What do you do when you are challenged with a person who is upset, angry, and out of control? When faced with this behavior, primal instincts may activate which can lead to lashing out inappropriately, running from the conflict, or feeling helpless and unable to respond. This training can help you learn a more effective response with verbal de-escalation strategies. Training participants will learn to utilize targeted communication and engagement techniques designed to defuse conflicts and reduce the agitation of escalated people to increase safety and generate positive outcomes.

08

Resiliency Training and Coaching

Building a Happier You: Taking Charge of Your Emotional Health

08-1

Resilience is the capacity to adapt successfully, grow, and thrive in the presence of adversity. This program is designed to help your employees develop their own personal resiliency strategy by finding positive ways to manage life and improve their ability to cope with stress. The goal is to achieve a happier, more meaningful, and successful life. The program consists of six small group sessions incorporating education, discussion, and “homework” assignments to learn and practice new resiliency tools. The program can be tailored to your organization’s needs with options available to include one-on-one phone or in-person coaching sessions. (Initial session is 45 minutes, remaining sessions are 30 minutes).

09

Leadership

Becoming an Effective Leader

09-1

Effective leaders are vital to helping their employees succeed! This training focuses on foundational skills every leader needs, including coaching others for success, giving meaningful feedback and recognition, and helping employees adapt to changes in the workplace. We will also look at how to manage conflict and use it as an opportunity to improve not only individual performance but build organizational success.

Building Resilience in Leaders and Employees

09-2

Resilience is a large predictor of our success at work, as well as our overall satisfaction with life. Resilience is the ability to adapt, “bounce back” in difficult circumstances, and emerge stronger. In today’s rapidly changing world, it is an essential skill for both employees and leaders. This program defines resilience, its positive effects, and outlines strategies leaders can use to build resilience in their employees as well as reinforce their own resilience.

Conflict Management for Leaders

09-3

Conflict is a natural part of the workplace. It is impossible to interact with others without disagreements or differences of opinion. When managed well, conflict can often be a means of achieving better solutions and can lead to improved working relationships. When conflict arises, leaders have significant influence in reaching a positive outcome. This training is designed to help leaders understand common causes of conflicts, and how to lead healthy resolution of workplace conflict. Participants will have the opportunity to discover their preferred conflict management style as well as other styles that can be useful in the workplace.

Downsizing and Reorganizing

09-4

Downsizing and reorganizing occur in many organizations in today’s economy. It can bring fear, insecurities, and a decrease in employee morale. This seminar describes the effects of downsizing and reorganizing on the organization and the employees. It also introduces strategies on how the leader can aid employees, themselves, and the organization to cope.

09

Leadership

Harassment for Leaders

09-5

One of the more challenging but important responsibilities of a leader is ensuring the work environment is a respectful place for all. This training focuses on the dangers of workplace harassment and addresses common misconceptions. It describes the types of harassment that can endanger morale, productivity, and smooth operations of a workplace. It also addresses the leader's role in maintaining a respectful workplace and addressing harassment.

Leading Change in the Workplace

09-6

Understanding organizations must change to be successful in today's business climate is not a new concept. While leaders are often focused on the results, it is still human nature to resist change. Change can be stressful, even in the best situations. This program will assist leaders in understanding the impact change has on their employees and the workplace culture, as well as learn strategies to engage and support their employees through the change process. The result can be a positive outcome for the leader, their employees, and the organization.

Managing Disruptive Behaviors

09-7

Unfortunately, disruptive behaviors can occur in every workplace - bullying, emotional outbursts, defensiveness, or "presenteeism." This training focuses on corrective approaches and responses to a variety of disruptive behaviors before they escalate. Participants will learn how to recognize disruptive behaviors, strategies on addressing specific disruptive behaviors, and the resources available through TriHealth EAP to manage difficult workplace situations.

Stress Management for Leaders

09-8

Leaders have multiple responsibilities and daily challenges; they often find themselves in a highly stressful environment. This program will explore suggestions regarding how leaders can manage their own stress and create a positive and less stressful workplace for employees. The goals of this training are to gain a better understanding of leader stress and its effects, and to identify strategies to manage workplace stress, including effective conflict management.

09

Leadership

The Coaching Process

09-9

A primary goal of a great leader is to get the best from their employees and encourage them to grow and develop. Coaching can help in this process of bringing an employee from where they are to where they want to be. This training will describe the coaching techniques that help empower employees to do their best, including creating a culture of ownership, promoting motivation, giving feedback, and conducting formal corrective coaching sessions.

The Leader's Guide to Mental Health

09-10

Mental health and substance abuse problems often appear in the form of employee performance issues, affecting work quality, attendance, behavior, or relations with coworkers or leaders. This training is designed to help leaders understand the impact of substance abuse and behavioral health problems in the workplace, as well as recognize how those issues are manifested in the workplace. It will include instruction on how an effective leader can safely manage an impaired employee.

Violence in the Workplace

09-11

No workplace can be completely safe from the potential for violence. However, the more we understand warning signs and risk factors, the better we can significantly reduce the risk of workplace violence. This training will focus on identifying the risk of potential violence in the work environment, learning to distinguish between the four types of workplace violence, developing knowledge of prevention strategies including risk assessment, and learning how to best respond to a potentially escalating violent incident.

When Life Crises Affect the Workplace

09-12

When an employee experiences a life crisis, it can affect the entire workplace. A serious illness, the death of a coworker, a severe accident, or a catastrophic event can cause powerful emotions in employees and has the potential to interfere with the employees' ability to function. This training helps leaders to manage potential workplace crises. We will define "critical incident," how it affects the workplace, and discuss the stages an employee experiences during a critical incident. We will explore leader strategies to support employees through difficult events and how a leader can use TriHealth EAP to provide a critical incident stress response for employees.

10

Student Assistance and Young Professionals

Thriving in College, Resilience for Students

10-1

College is filled with new experiences, new relationships, and new responsibilities, but is also a time of disappointments, mistakes, and indecision. This training presents resiliency skills, time management tips, and organization strategies to help you thrive when life stressors get you down.

From Emojis to Emails: Communication Strategies for Gen Z

10-2

How to talk so people will listen. What is professional etiquette? When to text vs. email vs. talking face to face? How does communication with your parents change as you grow up? How is talking to your supervisor different than talking to your friends? This training discusses ways to improve your self-image through thoughtful, clear communication.

Confidence in the Classroom: How to Handle Test Anxiety

10-3

Anxiety is a normal, human emotion. It helps us with motivation and focus while also protecting us from dangerous situations. However, too much anxiety can become overwhelming or paralyzing. Test anxiety often creates difficulty for students. This training discusses the characteristics of test anxiety and strategies to overcome it.

11

Substance Use Recovery and Workplace Safety Program

Substance Use Recovery and Workplace Safety Program (Formerly Drug Free Safety) – Employee Education

11-1

This program provides alcohol and drug awareness for employees, including the effects of drug and alcohol abuse on the workplace, the most widely used drugs and their effects, information on addiction and recovery, and the effects of addiction on the workplace and society. This training satisfies the employee education requirement for the Ohio Bureau of Workers' Compensation's Substance Use Recovery and Workplace Safety Program.

Substance Use Recovery and Workplace Safety Program (Formerly Drug Free Safety) – Supervisor Education

11-2

This program focuses on skill-building for supervisors and how to address drug or alcohol abuse in the workplace. The topics covered include the most abused drugs, signs of their use, reasonable suspicion, and how the supervisor can respond to specific situations in conducting the reasonable suspicion process. This training satisfies the supervisor training requirement for the Ohio Bureau of Workers' Compensation's Substance Use Recovery and Workplace Safety Program. TriHealth EAP provides both 2-hour and 1-hour sessions to meet your organization's requirements.

Substance Use Recovery and Workplace Safety Program (Formerly Drug Free Safety) – Train the Trainer

11-3

This training teaches company representatives how to conduct a Substance Use Recovery and Workplace Safety Program training for their employees. Information for three years of TriHealth EAP's Drug-Free Safety Program training is presented. Train the Trainer training can be for employee training or for supervisor refresher training. This training satisfies the Train the Trainer training requirements for the Ohio Bureau of Workers' Compensation's Substance Use Recovery and Workplace Safety Program.

DOT Supervisor Trainings

11-4

This training provides education for supervisors on the DOT (Department of Transportation) Substance Use Recovery and Workplace Safety Program. It focuses on the signs that may indicate an employee has a drug or alcohol problem. In addition, it addresses the DOT requirements as well as the employee referral process to an SAP (Substance Abuse Professional). This training satisfies the supervisor training requirement for the Department of Transportation's Substance Use Recovery and Workplace Safety Program.

Schedule a training today.

Contact us at 513 891 1627
or toll-free at 800 642 9794



Be seen. Be heard. Be healed.SM