



Walmsley & Associates

Employee and Family Assistance Programs - Disability Management Services

Workshops for Employee and Family Assistance Partners

Facilitated by a Specialized Walmsley and Associate Counsellor

Walmsley and Associates is proactive in providing workshops on different topics that are designed to improve the overall health and well-being of the workforce. These workshops fall under the Employee and Family Assistance Program services as they are intended for preventative initiatives. We have several workshops which we promote during certain seasons of the year and/or coincide with our newsletter topics. These workshops and others can be custom designed for a particular workgroup:

Personal Growth

Stress Management

Stress is something that we are all affected by. How we perceive certain life events affects our ability to handle stress. In the world today, we all need to have some good strategies for managing stress.

Workshop Goals:

- to gain a greater awareness of the factors that cause stress
- learn some personal strategies for coping with stress

Wellness

Much of our attention to our personal health comes at a time of illness. This workshop gives participants an opportunity to look at their lifestyle in terms of health. Participants will be encouraged to set wellness goals for themselves.

Workshop Goals:

- complete a personal wellness inventory
- become familiar with strategies for health
- develop goals for personal wellness



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Power of Positive Thinking

This workshop is designed to show you how your thoughts are guiding your life, sometimes in ways that may not be the best for you. Taking control of negative thought patterns and changing them to positive, realistic ones can help you achieve a better quality of life.

Workshop Goals:

- learn concrete strategies for controlling negative thoughts and developing a positive mindset.

Anger Management

The first step to managing anger is acknowledging it is a problem. This workshop will help participants look at how their anger is affecting others and provide a basic outline for understanding anger management. Participants will be given information on the knowledge and skills required to control anger. Subsequent workshops are required for skill development.

Workshop Goals:

- understand the elements of anger as an emotion
- identify the skills required for managing anger

Substance Misuse

This workshop is designed to assist individuals in assessing their own level of alcohol or drug use. Participants will be given a framework for assessing the impact of substance use on different areas of their lives. Some of the common reasons why people use alcohol or drugs will be reviewed. This workshop is best presented to a whole workgroup rather than having employees register individually.

Workshop Goals:

- identify ways that an individual's life can be affected by substance use
- identify common triggers for use

Preparation for Retirement

Individuals preparing for retirement are sometimes faced with uncertainty and distress about ending their work lives. This workshop will assist participants to identify the source of this uncertainty and look at ways to plan for a successful retirement.



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Workshop Goals:

- identify the common concerns of those preparing for retirement
- become aware of specific strategies for retirement planning

Interpersonal Relationships

Helping Someone with an Alcohol or Drug Problem

In order to assist someone with a substance use problem it is important to understand the characteristics of a problem substance user. The issues affecting someone who is trying to help will be reviewed such as: how to recognize if there is a problem, denial, and trying to help someone who doesn't want help.

Workshop Goals:

- understand the indicators for a substance use problem
- identify the different forms of denial
- gain some understanding of the helping process with a substance misuser

Healthy Relationships

In today's world there are many pressures affecting family relationships; work uncertainty, finances, increased demands on personal time, parenting and so on. Individuals and couples need good strategies for caring for and nurturing their primary relationships as they are our main source of support and rejuvenation. Participants will be given some ideas about how to maintain quality relationships in this demanding world.

Workshop Goals:

- identify the essentials for a healthy relationship
- increase awareness of effective strategies

When Someone Close to You Suffers from Depression

Depression can be a debilitating and serious condition and have a tremendous impact on those who are close to the individual affected. Feelings of guilt and responsibility for a relative or friend can serve to make matters worse. Workshop participants will look at what is helpful and how to avoid taking on too much.



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Workshop Goals:

- identify the symptoms of depression
- explore the issues for relatives/friends
- identify specific strategies for helping

Working With Your Adolescent

Adolescence is a trying and challenging time for both teens and parents. Parents need special coping strategies and new parenting skills to grow through this time with their child successfully. Participants will be given an outline of adolescent developmental stages and the appropriate parenting techniques to match them.

Workshop Goals:

- identify adolescent developmental stages
- learn effective parenting techniques for adolescents

Self-Esteem and Your Child

Most parents are concerned about the development of healthy self-esteem in their child. This workshop will look at ways to build self-esteem as well as what has a negative impact on a child's feelings of self-worth.

Workshop Goals:

- identify the sources of positive self-esteem
- identify what erodes self-esteem
- develop effective parenting strategies that promote self-esteem

Work Environment

Dealing with Difficult People

This workshop is designed to assist participants in becoming effective in dealing with individuals in potentially conflictual situations.

Workshop Goals:

- understand the dynamics of conflict
- learn strategies for managing difficult situations



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Effective Communication

Communicating is important in both work and personal relationships. This workshop looks at some basic communication skills such as active listening.

Workshop Goals:

- identify the result of poor communication
- explore the use of active listening

Alcohol and Drug Prevention

This workshop is designed for workplace representatives who are interested in strategies for reducing alcohol or drug use among the employee group. The steps involved in health prevention will be reviewed along with some specific workplace strategies.

Workshop Goals:

- learn the health prevention steps
- become aware of prevention strategies appropriate for specific worksites

Harassment

This workshop is directed at workgroups that have been identified as needing education and awareness about harassment. Participants will review a definition of harassment, company policy, complaint process, and examples of various forms of harassment.

Workshop Goals:

- define harassment
- become aware of the company's harassment policy
- define the company complaint process
- understand the different forms of harassment

Our two newest workshops as requested by EFAP Committees:

- *Building Resiliency*
- *Triple A's of Conflict*

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