



Well-Being Solutions

Webinar Archive

Your Well-Being Solutions (EAP) offers live interactive workshops that provide valuable learning for SoNM/LPB employees. Topics are designed and written by a staff of psychologists and adult learning experts.



Access link to recording by clicking the title, fill in information and click "register".

Topic	Description
<u>Kids and the Internet: Becoming a Cyber-Savvy Parent</u>	In a relatively short timeframe, computers have gone from being a space-age dream to an everyday reality for many people at work, home and school. Children are learning how to use computers at younger ages — many are more computer-savvy than their parents! How does a parent support the need for their children to be familiar with computers in today's society without letting the computer dominate their child's time?
<u>Communicating Without Conflict With Your Significant Other</u>	Communication is the cornerstone of all relationships. It reinforces trust and acts as a method by which you can share your problems, frustrations, fears, anxieties, hopes and successes. Conflict is a part of life and exists in relationships. In fact, a relationship with no apparent conflict may be unhealthier than one with frequent conflict. Conflicts are critical events that can weaken or strengthen a relationship.
<u>How to Receive Criticism and Make It Work for You</u>	Receiving criticism is an important and valuable skill. To achieve success in any endeavor we must be able to tolerate critical feedback and learn from it. However, receiving criticism is difficult for most people. Upon receiving criticism we feel vulnerable and become defensive and thereby miss opportunities to benefit from feedback. This workshop will help you explore why we become defensive, deliver tips for knowing when your "hot button" has been pushed and how to accept and integrate useful criticism. The training will also instruct through examples and/or role plays.
<u>Helping your Senior Loved One Be Independent and Safe</u>	When our parents or other elderly relatives age independently in their own homes, we often fear for their safety and general well-being. Sometimes we don't know how much assistance we should provide, when to step in, or even what would be helpful. Providing care for an older adult is a very personal matter and each situation is unique. However, there are practical guidelines and simple solutions to ensuring your loved one is healthy and safe. This workshop will address and resolve common safety issues in the home while supporting your loved one's autonomy and independence.
<u>10 Strategies for Improving your Finances</u>	The current economic climate brings both challenges and opportunities from a financial perspective. You may wonder during these challenging times: "What should I be most careful about" and "What should my family and I work towards?" The 10 financial tips discussed in this workshop will get you on the road to financial well-being during challenging times.
<u>The Confident You: Taking Charge of your Life</u>	Have you ever had something you really wanted to say to someone, but held it back because of some kind of fear or shyness? Have you ever given in to someone else's way, and then regretted doing so because you believed strongly in your position. Do you wish you had the confidence to stand up for yourself more firmly in some situations? This workshop will give you some tips on how to add the confidence that helps you feel like you're in control.
<u>Parenting Your College Age Kids</u>	Once a child leaves home, whether to attend college or embark on a career, the parent's role often feels unclear. Deciding how much emotional and financial support to offer a child who is essentially an adult can be difficult to determine. Many parents want to continue to support their 18 and older children, but aren't sure how to help without appearing to interfere with the child's life.
<u>Letting Go Of Things That Hold You Back</u>	"Living the Good Life!" How often have we heard that statement? Usually it's meaning is about happiness, health and satisfaction within our lives. In this session we'll discuss what's needed to accomplish "the good life": what to bring along on life's journey, what to leave behind, what to acquire along the way.
<u>Living With Change</u>	Whether going back to school or changing careers, starting a family or retiring, change brings both opportunities and turmoil. In today's fast paced world, change has become a constant. Even when we are able to see the advantages of change, it can be hard to say goodbye to what's changing. This workshop will provide you techniques to deal effectively with change.
<u>Building Strong Relationships With Your Adult Children</u>	Parenting is a tricky business. For the first 20 or so years of your child's life, your job is to teach and guide them, often giving unsolicited advice and overriding their choices. Then comes the day they grow up and are on their own and you have to loosen your grip and get to know your kids as independent adults. That's not always easy. The hard part is letting go of the control. Not that parents necessarily want to control because they think their child is incapable, it's because they're concerned about their child's welfare and think they can help by sharing their own personal experiences so their child won't make the same mistakes. But everyone needs to make their own mistakes and learn from them—that's part of a person's necessary and ongoing growth process.

<u>The Impact Of a Difficult Childhood On Your Adult Life</u>	<p>Childhood experiences teach us how to navigate relationships and manage stress, and greatly impact our self-esteem. We don't get to choose our childhood story, but we can choose to author the rest of our story. In this seminar we will discuss ways our childhood has a lasting impact on us and examine ways to escape letting our childhood dictate our present experience. We will utilize a multitude of strategies to improve self-esteem, communicate better in relationships, and find ways to manage stress more effectively.</p>
<u>Cutting Through the Clutter</u>	<p>Most people have no idea how much their clutter affects them. It can affect their productivity, their self-esteem, their social life and even their weight! People who live with excess clutter say they can't find the energy to begin to clear it. They constantly feel tired and overwhelmed. When surrounded by clutter, it is impossible to focus or have clarity about life. In this workshop you will learn that clutter is not the result of sloppiness, laziness or incompetence but several surmountable obstacles. Recognizing the source of your clutter problem can empower you to address the problem directly and without shame.</p>
<u>The Successful Single Parent</u>	<p>As the sole parent in your household, you are faced with extra challenges in raising your child. Finding the time and the energy to be a full-time parent and home and income provider without the regular help of a partner will require a special commitment. This workshop will provide tips and suggestions to those parents who are juggling their family obligations single handedly.</p>
<u>Paying Off Debt While Building Wealth</u>	<p>In difficult economic times, many people are struggling to just keep up with monthly bills, let alone make progress on debt repayment. What suffers most is contributing to savings and investing goals. This session will focus on developing financial plans and strategies to address the dual goals of having a plan for paying off debt, while also contributing to building personal wealth.</p> <p>This session covers the basics (or essentials) of each area and describes practical techniques that can help you to formulate your own plan to manage your personal finances to organize a sensible debt repayment plan without sacrificing other financial goals.</p>
<u>Becoming a Team Player</u>	<p>In today's work world, we often need to work in groups of people who have many differences, and yet are supposed to seamlessly form an effective team. We've all heard the term "teambuilding," and at one point or another most of us have gone through a teambuilding process, whether we know it or not. But what exactly is teambuilding and how can it be successfully used to help diverse groups work together more effectively? Understanding the main building blocks and development stages of teams can give any group of people the right tools to form a cohesive and productive group.</p>
<u>Parenting a Child with Special Needs</u>	<p>When you first learn that your child has a physical or mental disability or serious illness, it can be difficult to cope. It is important to remember that you are not alone. More than five million children in the United States between the ages of three and 21 suffer from serious disabilities and there are resources available to help. Get to know the support services available to you in your community and become educated about your child's condition. Get in touch with your feelings as a parent and learn the best ways to provide care to your child.</p>
<u>Talking To Kids About Violent Events With Widespread Media Coverage</u>	<p>After a terrorist attack, mass shooting or other violent event with widespread media coverage, how do you talk to children about what happened? Should you have the conversation at all, or is it better to try to shield them from the news? This session will provide guidance on these important subjects.</p>
<u>Being Part of Multigenerational Team</u>	<p>For the first time in history, there is the possibility that an organization can have four distinct generations in the workforce. While we need to be careful not to make too many generalizations about different age groups, it is helpful to categorize some aspects of each group's behavior, needs and working styles to promote working relationships built on mutual understanding.</p> <p>This session will provide each participant with the understanding of the different working styles, preferences and how each generation expects to be treated as employees. By understanding these differences, each person can contribute to the success of the team and organization regardless of generation.</p>
<u>Laughter, Humor and Play to Reduce Stress and Solve Problems</u>	<p>Professional comedians shouldn't be the only people to use smiling, laughter, humor and play as part of their daily routine. These skills are valuable for everyone. A good smile has long been a key tool for anyone who needs to influence others. Laughter is now shown to improve our pain tolerance. Humor and play can be the building blocks of problem-solving. Together they can improve our happiness and effectiveness.</p>

<p><u>Managing Worry and Anxiety</u></p>	<p>Worries are thoughts we have about the future that generate fear. They arrive in the form of a “what if?” and generate dire warnings about terrible consequences that await us. Unfortunately, these warnings we give ourselves are generally overblown and focused on hypothetical problems that probably won’t happen. Chronic worry that begins to impact the quality of life becomes “anxiety” and well-intended suggestions to “stop worrying” or applying common stress management techniques are mostly ineffective. This training will address how worry habits develop and methods of intervening with worry and anxiety.</p>
<p><u>Sailing On: A Guide to Transitioning Into Retirement</u></p>	<p>Moving from a career into retirement can be a challenging lifestyle adjustment. Many adults look forward to the benefits of retirement living but then often find themselves facing many difficult issues. Today’s participants will learn ideas on how to deal with the many aspects of retirement living.</p>
<p><u>Bringing Out the Best in Others</u></p>	<p>Whether in your personal or your professional life, are you the kind of person that brings out the best in others? Do people shine around you, or do they tend to withdraw, hesitant to show their best? Some people seem to have a knack for challenging, motivating and inspiring their friends, family members and co-workers. In this workshop, you’ll learn how to do your part to make sure others are at their best around you.</p>
<p><u>Responding To Behavior That Makes You Feel Uncomfortable</u></p>	<p>Most people have at some point been subjected to unexpected behavior that is unwelcome, such as behavior that is aggressive, lewd, provocative or socially inappropriate. This may occur in the workplace, at social gatherings or in public venues. In many of these instances our ability to respond effectively is often compromised because of fear, confusion and/or inexperience in addressing unwanted behaviors. This course examines the nature of unwelcome behavior, as well as how and why we respond the way we do, and offers insights into how we can be prepared to effectively respond in the future when confronted with unwelcome behaviors.</p>
<p><u>Coping with a Traumatic Event</u></p>	<p>A crisis or traumatic event can be both environmental and personal and are events which can cause physical, emotional, psychological distress or harm. These events are often perceived and experienced as a threat to one’s safety or to the stability of one’s world and the impact can be either on those who have experienced the event first hand or have seen it on television.</p>
<p><u>Mental Fitness for Optimal Brain Power</u></p>	<p>For a long time, the scientific community believed we were born with a certain number of brain cells and neural pathways and that, once damaged, they could not be repaired. In reality, our brains are much more flexible. Depending on our lifestyle, we can weaken or destroy connections, or create new, stronger ones. Engaging regularly in certain behaviors and activities, like physical exercise, addressing mental health issues, meditation, and learning a new language or musical instrument, support new wiring and can make existing pathways stronger. Essentially, we can slow down or somewhat prevent cognitive decline by doing challenging mental exercises to keep our brains fit for optimal power.</p>
<p><u>After the Holidays: Managing That debt</u></p>	<p>Did you spend more for the holidays than you intended? Did you go into debt, maybe at unfavorable terms? Are you worried about how you will pay these debts off? Would you like to avoid being in the same position next year? Holiday shopping can sink even the best budget if one is not careful. And post-holiday credit card bills can cause high levels of stress. This workshop will help you figure out how to get out of debt quickly and cost effectively, and take steps to make sure you don’t end up in debt again next year.</p>
<p><u>Getting the Most Out of Your Health Benefits</u></p>	<p>The simple answer is all about educating yourself on what your health plan offers. Do not wait until we get sick or injured before understand your benefits provided. Investing time in understanding the options of your plan is investing money in family. It is up to you to take advantage of all your plans have to offer. The main function is to keep you healthy and to avoid all catastrophic risk.</p>
<p><u>The Emotionally Healthy Teen: Dealing With Issues of Substance Abuse, Depression, Suicide and Eating Disorders in Teenagers</u></p>	<p>The teenage years are a period of major social, hormonal and emotional change and can be difficult both for the teens as well as their families. Finding the most effective way to meet your child’s growing need for independence and increased responsibility as well as keep them safe and healthy is a challenge for many parents. Knowing how to talk with your teen about, and identify symptoms of, depression, suicide and eating disorders can help you assist your teen in navigating adolescence successfully.</p>

<p><u>No Such Thing as a Perfect Parent</u></p>	<p>Today's diverse society makes it difficult to describe a typical family situation or define what characteristics make a "perfect parent." Culture, values, beliefs, emotional disposition and the environment in which a person was raised all influence parenting techniques. In an effort to be perfect, new parents will frequently try too hard to protect their child from any adverse experiences or go to great lengths in an attempt to please their children. This type of well-intended "perfect parenting" can lead to unanticipated problems. This workshop will address these problems and suggest ways to let go of perfection and seek a balanced parenting approach.</p>
<p><u>Standing Tall: Handling Bullies Both On and Off the Playground</u></p>	<p>Ask any child what a bully is and, most likely, he or she will give you a pretty good definition. Sadly, bullying is something that most children encounter in one form or another. While some people say that bullying is just part of growing up, recent incidents of school violence, which are linked to bullying, demonstrate that this is an issue to be taken seriously.</p>
<p><u>Kids and Meals: It Doesn't Have to Be a Battleground</u></p>	<p>Parenting children is quite a challenge in every aspect, but meals and eating habits need not be included as part of the challenge. Recent research findings are suggesting that more liberal attitudes towards allowing young children to govern their own intake is the best way to ensure that children maintain their ideal body weight through the rest of their lives. Contrary to earlier ideas about the parental role in ensuring their children's nutritional and caloric needs, current research findings are supporting the idea of a much less assertive role in encouraging young kids and consequently all kids to eat.</p>
<p><u>Mental Health Awareness</u></p>	<p>At one time or another, everyone experiences symptoms of mental illness. Too frequently the response to such symptoms in the workplace is confusion, fear, judgment, avoidance and outright rejection. This leads to a worsening of symptoms and a deterioration of performance. This training is designed to reduce the stigma associated with mental illness and to promote ways of supporting one another in the workplace. The session will address signs and symptoms of distress and effective ways of providing support for co-workers. The training also will include exercises to develop these skills.</p>
<p><u>Suicide Awareness</u></p>	<p>Suicide is a profoundly disturbing event and most people respond with confusion, fear and anger when confronting it. This course will demystify suicide through discussion of why it occurs, the risk factors associated with suicide and how to intervene with those who are suicidal or potentially suicidal.</p>
<p><u>The Art of Patience</u></p>	<p>Many of us are impatient at times. And when we lose control of our patience it hurts not only us, but those around us. Impatience raises our stress levels and over time can even inflict physical harm to our bodies. But it seems that patience is a skill that is quickly diminishing, but one that constantly needs improving. You see examples of impatience and patience throughout each day; when you're stuck in traffic, when you're waiting in line for the grocery store, and when your children are taking too long to get ready for school in the morning.</p> <p>Even if you don't rate your own level of personal patience as being very high, the good news is that with practice, you too can learn to be more patient in your life.</p>
<p><u>Developing Creativity</u></p>	<p>In today's increasingly competitive business climate, there is a need for continuous innovation and value-added solutions. Individuals and organizations alike are discovering that new ideas have become the global currency of the future. Unfortunately though, as adults, we often limit our thinking and problem solving to fit known patterns and solutions by creating boundaries around our problems and circumstances. Enhancing our creativity can help us break through these boundaries.</p>
<p><u>Life After Divorce: Landing on Your Feet</u></p>	<p>Divorce can be one of life's most stressful and emotionally challenging experiences. Separating from someone you had hoped would be your life partner is usually painful. Understanding the emotional and physical stresses that often come with divorce is the first step in learning how to deal with them. This workshop will help you accept your feelings and learn ways to care for yourself during this stressful time.</p>
<p><u>Domestic Violence Awareness</u></p>	<p>According to domestic violence statistics released by the Centers for Disease Control and Prevention (CDC) in 2017, forms of domestic violence could affect up to 1 in 4 women and 1 in 7 men in America at some point in their lifetime.</p> <p>Domestic violence is not limited to physical forms of battery or abuse. Rather, it takes a variety of forms, including emotional, physical, sexual, economic and psychological methods of abuse or control. Its wide range of forms adds to the difficulty of discovering, stopping, and prosecuting abusers.</p> <p>This is an awareness webinar designed to provide not only facts and statistics but also an understanding that help is available through a wide variety of resources.</p>

<p><u>Understanding How Your Emotions Impact Interactions with Older Loved Ones</u></p>	<p>Many emotions arise when we think about our loved ones' aging or needing care. Emotions can include anger, fear, sadness, resentment and hope. In communicating with the older adults in our life, we need to be aware of the emotions we're experiencing and what they represent, to ensure that we have healthy, productive interactions. When we haven't fully processed our feelings or thoughts, they sometimes come out in negative ways, whether it is through negative behaviors, thoughts or language. This workshop will teach you tools to understand the function of emotions, the impact they can have on interactions with older adults and how to communicate more effectively.</p>
<p><u>When Someone You Love Has Alzheimer's</u></p>	<p>When a loved one is diagnosed with Alzheimer's disease the impact on family and caregivers is enormous. This course will address some of the basic considerations involved in caring for and communicating with a loved one who has Alzheimer's disease. The course will cover some of the basic facts of the disease along with the unique challenges and stress it brings to the family.</p>
<p><u>Learning To Say "NO"</u></p>	<p>Saying "no" can often be difficult. It can arouse feelings of guilt or fears of displeasing others. Nevertheless, the word "no" is one of the most important words in our language. By saying "no" we define who we are, what are willing or not willing to do and what we permit others to do to us. The ability to say "no" is critical skill that many have never developed or fear to use. This workshop will address the skills involved in learning to respectfully say "no" in order to build and maintain healthy self-esteem.</p>
<p><u>Rewards and Challenges of the Blended Family</u></p>	<p>With more than half of all marriages ending in divorce, and the majority of divorced individuals finding new partners, the number of blended families is growing. This type of situation can create a range of challenging issues, both practical and emotional. Patience, understanding and open communication can help make the transition smoother for everyone.</p>
<p><u>Encouraging Kids to Be Active</u></p>	<p>When you see the joy a 2 or 3 year old has on the playground swinging from the monkey bars, bouncing on the horse, and climbing to the top of the slide, it's hard to imagine that it may take work and encouragement from parents to keep kids active. In many cases, however, children do become too sedentary, especially as they get a little older. Increasing demands at school and social pressures that make kids uncomfortable are just two of the factors that can make it difficult to keep kids physically active. With the growing body of research suggesting just how important physical activity is for children, this concern has become more important than ever. This workshop will explore the barriers that stand in the way of keeping kids active, and will offer parents tips on how to overcome the challenge.</p>
<p><u>Understanding Depression</u></p>	<p>Many people still believe that the emotional symptoms caused by depression are "not real," and that a person should be able to shake off the symptoms. Because of these inaccurate beliefs, people with depression either may not recognize that they have a treatable disorder or may be discouraged from seeking or staying on treatment due to feelings of shame and stigma. As a result, many people with a depressive illness never seek treatment. But the vast majority, even those with the most severe depression, can get better with treatment. Intensive research into the illness has resulted in the development of medications, psychotherapies, and other methods to treat people with this disabling disorder. This workshop will identify the symptoms associated with depression, possible causes and treatments.</p>
<p><u>Healthy Lifestyle: Changing the Way You Think About Diet and Exercise</u></p>	<p>It seems that every week a new study is published on the best way to control weight and increase fitness through changes in diet and exercise. It can be tough staying on top of the latest recommendations, especially when the studies sometimes seem to contradict one another! This workshop provides an overview of safe and effective strategies to improve overall fitness through manageable changes in diet and exercise. Of course, before beginning any changes in diet and exercise, it is best to first consult with your doctor.</p>
<p><u>Forgiving Yourself and Others</u></p>	<p>Become a happier, healthier person with better relationships by practicing forgiveness. We can forgive ourselves, just as we can forgive others, without having to become victims. Using reflection, compassion and accountability can help us to forgive.</p>

<p><u>Time Management Principles</u></p>	<p>Work, family and personal life responsibilities can feel overwhelming, and it sometimes seems as if a 24-hour day simply isn't long enough to get everything done. Unfortunately, no one has yet found a way to add a 25th hour to the day, so we're all forced to do the best with the time we have. By following the principles discussed in this workshop, you may still never get everything done, but you should feel more in control of your very busy life.</p>
<p><u>Giving Effective Feedback in Personal or Work Situations</u></p>	<p>Giving effective feedback is difficult. Most people avoid opportunities to give constructive feedback and give infrequent and often unhelpful positive feedback. This session addresses strategies on how to deliver effective feedback at work or at home. The training will offer multiple examples and provide participants with ample practice to learn how to give feedback that helps individuals improve performance.</p>
<p><u>Financial Planning For Life</u></p>	<p>Financial goals are the specific long- and short-term objectives to be attained through financial planning and management efforts. Among personal financial goals are things such as: 1) financial security 2) travel 3) education planning 4) retirement planning and 5) estate planning. Being able to succeed in reaching these goals requires a structure and plan with appropriate milestones, along with the ability to make adjustments along the way.</p>
<p><u>Basics of Estate Planning</u></p>	<p>Although most people think estate planning is for just the elderly, it is actually important to everyone else, too—especially for those with minor children, substantial assets or unusual circumstances. Estate planning can allow one to make decisions on who receives his or her estate, make arrangements for disability, medical care and guardianship for minor children. Properly done, estate planning can remove many burdens from surviving family members during a stressful time.</p>
<p><u>The Five Pillars of Personal Finance</u></p>	<p>The United States Department of the Treasury has proposed a set of financial core competencies that will be used to establish a clear understanding about what all adults should know regarding the basic concepts of financial literacy. The five core concept areas identified are:</p> <ul style="list-style-type: none"> • Earning • Spending • Saving • Borrowing • Protecting against risk <p>This session covers the basics (or essentials) of each area and describes practical skills needed to competently address (or manage) their personal finances.</p>
<p><u>The Impact of Foreclosure</u></p>	<p>The recent economic collapse has resulted in millions of Americans being unable to meet their loan obligations and defaulting on their mortgage payments. This workshop will provide an overview of the process which lenders may use to take back an owner's home. It will address the different legal protocols various states use in the foreclosure process and the impact that it has upon the borrower's credit score. It will also consider the implications for residential tenants, and define differences between recourse vs. non-recourse and judicial vs. non-judicial states.</p>
<p><u>Drinking Responsibly</u></p>	<p>Many people engage in moderate social drinking. Research into drinking suggests many health benefits associated with moderate consumption. However, about a third of the population will drink heavily and/or engage in what is called binge drinking or drinking to intoxication. This course is about drinking responsibly. The training addresses problems associated with binge drinking, ways to recognize problem drinking patterns and how to drink more responsibly. The course will explore common myths associated with drinking and provide participants with resources for getting help for alcohol use problems.</p>
<p><u>Eating Healthy On a Budget</u></p>	<p>No matter what your financial situation is, everyone looks for ways to cut down their grocery bills. Don't let the idea that healthy food is expensive keep you from striving for a balanced diet. Take some time to learn new strategies to stick to your budget while enjoying healthy, nutritious foods.</p>
<p><u>Caring From a Distance</u></p>	<p>If you have an elder who requires assistance, yet does not live near you, helping out may seem difficult. However, distance doesn't mean you can't provide comfort and care for your elder. By devising care strategies, developing emergency plans and building a support system of family, friends and local resources, your elder can have the care and attention he or she needs.</p>

<u>Teaching Your Kids How to Manage Money</u>	<p>Money is a difficult concept for children to grasp. They understand quickly that adults use money to purchase the things they need and want but for obvious reasons do not have insights into the other side of the balance sheet; that is, what it takes to acquire money. By encouraging children to gain experience with earning, saving and spending money, we can provide them with fundamental financial experience that can reduce the likelihood of financial difficulties often experienced in early adulthood.</p>
<u>Loneliness And Social Isolation in Today's World</u>	<p>Despite living in a world with instant electronic access to friends, family and all manner of online social networks, the rates of reported loneliness and social isolation have been steadily increasing. Loneliness and social isolation substantially impact not only psychological well-being but physical health as well. Loneliness is now considered a health risk factor on par with cigarette smoking. This training will address the possible reasons for loneliness and identify actions participants can take to increase their emotional connection with others and decrease the risk of social isolation.</p>
<u>Emotional Eating: The Connection Between Mood And Food</u>	<p>The population of the United States is becoming increasingly obese with each passing decade. There are many speculations about the cause of this phenomenon from an increasing sedentary lifestyle, the ready availability of high caloric foods to stress and even sleep deprivation. However, if people ate only when they were truly hungry and stopped when they were full, there would be no obesity epidemic. This workshop will address the relationship between emotions and food consumption and how to retrain your body and mind to recognize the cues of hunger and to eat for physiological and not emotional reasons.</p>
<u>Preparing For Financial Emergencies</u>	<p>Many people face financial emergencies, but few have prepared adequately to prevent them from having a major impact on their personal finances. By helping people understand the types of financial emergencies and potential consequences of not being prepared, we will enable people to focus on the steps necessary to avoid hardships which can accompany the emergencies. The webinar will cover the processes and products which can help people survive the various types of financial emergencies.</p>
<u>Supporting Others Through End Of Life</u>	<p>When we care for a loved one who is dying, we experience many emotions, including sadness, confusion, shock, anger, fear and regret, among others. We often don't know what to say, how to plan or how to comfort the person who is dying. This session will take a holistic look at end-of-life issues, including navigating care needs (including hospice and palliative care), what to expect during the dying process, and how to cope with the emotions that arise. We'll also look at myths surrounding death and dying and how to support your loved one physically and emotionally. The stages of grief also will be examined, as well as how to care for oneself during this time.</p>
<u>Friendly Persuasion: How to Get the Things You Want and Need</u>	<p>While it's true that some people are intuitively good at persuading others, for most of us the most reliable path to success lies in knowing what we want to achieve and systematically deciding how we want to go about achieving it. Persuasion is a skill that everyone in the organization uses to accomplish goals. Used effectively, persuasion can lead to solutions that work in everyone's best interest. This workshop will provide you with communication techniques to get the results that you want and need.</p>
<u>Domestic Violence Awareness</u>	<p>According to domestic violence statistics released by the Centers for Disease Control and Prevention (CDC) in 2017, forms of domestic violence could affect up to 1 in 4 women and 1 in 7 men in America at some point in their lifetime. Domestic violence is not limited to physical forms of battery or abuse. Rather, it takes a variety of forms, including emotional, physical, sexual, economic and psychological methods of abuse or control. Its wide range of forms adds to the difficulty of discovering, stopping, and prosecuting abusers. This is an awareness webinar designed to provide not only facts and statistics but also an understanding that help is available through a wide variety of resources.</p>
<u>Addressing Employee Performance Issues in a Supportive Way</u>	<p>When addressing performance issues, it can be hard to show employees that you care about and support them, while still being clear about problems and expectations. This session offers tools for having supportive conversations in these challenging situations.</p>
<u>Managing Staff Through Stressful Situations</u>	<p>When facing heightened stress, employees react in diverse ways. For some, stress leads to a dropoff in performance, lowered morale or emotional outbursts. For others, high-pressure, stressful situations actually become an opportunity to shine. As a manager, it's difficult to anticipate the multitude of reactions you're likely to observe during times of stress, and even harder to be equipped with the tools to handle them all. This workshop helps you plan for the expected and the unexpected and provides practical tools for dealing with both positive and negative employee behaviors during stressful times.</p>

<p><u>Mental Health Awareness for Leaders</u></p>	<p>Managing individuals who may be struggling with stress, anxiety, depression and other mental health concerns can be a difficult balancing act. Your role is to manage performance and to bring out the best in your workforce, but accomplishing this often requires you to express concern and support when employees struggle emotionally. Managers often feel uncomfortable in this aspect of their role and may lack the important skills of “emotional management.” This course covers ways employees may present their distress and offers insights and strategies on forging supportive empathic alliances within the role of manager. The session also identifies common mistakes managers make in responding to employees in distress and explains communication skills that express support and convey positive expectancy. Participants are also given information on how to refer employees to the Employee Assistance Program.</p>
<p><u>How to Deal with a Difficult Person</u></p>	<p>At one time or another, we have all dealt with a difficult person. Whether they are hard to communicate with, acting defensive or just handling a situation inappropriately, interactions with difficult people can affect our confidence, mood and focus. Learning to recognize and cope with common difficult behaviors in ourselves and others can help make difficult encounters much more manageable.</p>
<p><u>Being Adaptive In An Ever-Changing World</u></p>	<p>“Because we’ve always done it like that,” may not be the best answer to, “Why do we do the things we do?” In our ever-changing world, we are seeing shifts in our markets and economies, our cultural norms, our behaviors, and ourselves. Now is the time to thrive by learning how to be adaptive and to be consistently able to change yourself to accommodate and maximize the benefits of change.</p>
<p><u>“Let’s Talk Politics”: How to Have Impassioned Disagreements Without Damaging Relationships</u></p>	<p>Most people believe their social and political views are based on fact and reflect their important values. Therefore, having conversations about sensitive topics such as politics, racism, and social issues can cause strain on relationships with friends, family and co-workers. Instead of allowing political discussions to destroy these relationships, what if we could use these conversations to examine our own beliefs, look at facts and find common ground?</p>
<p><u>Time Management Tools: To-Do Lists, Calendars, Etc.</u></p>	<p>It seems that more than ever, people are living busy, chaotic lives that often leave them feeling overwhelmed and out of control. Between work, parental responsibilities, community involvement, exercise, hobbies, friendships, family responsibilities and more, sometimes it feels as if keeping track of it all is just impossible. Fortunately, there are many tools available to help people gain control, though sometimes sorting through what’s available can add what seems like even more chaos to life. Smartphones, day planners, alarms, e-mail systems, priority grids, voice mail systems, note pads, to-do lists, contact lists, address books, folders, file cabinets and more—the purpose of this lunch-and-learn is to help you sort through the tools available to help you organize your life, and pick the ones that will work for you.</p>
<p><u>Moving through Grief and Loss</u></p>	<p>Coping with the loss of a loved one can be an emotionally trying experience. Whether it’s a parent, co-worker, friend or relative, the reality of losing someone close to you can feel overwhelming. This workshop will help you understand, identify and accept your feelings as well as provide you with coping techniques to help you through the grieving process.</p>
<p><u>Informed or Informed? Healthy Media Consumption And Social Media Usage</u></p>	<p>Are your media consumption habits helping you make good decisions or are they making you sick? The news and social media are significant sources of stress and anxiety for many people. Participating in social media discussions, reading newspapers, following your favorite political pundits and watching election news on TV can help you feel informed and engaged. If you’re not careful, however, you may use media in unhealthy ways that make you feel worse. This training can help you implement healthy media consumption habits that don’t damage your mental and physical well-being.</p>
<p><u>Helping Children Develop Strong Ethics & Values</u></p>	<p>Music, TV programs, electronic games, other children and adults all influence children. But not many of these influences teach them ethics and values. Teaching youngsters ethics and values begins at home and is a parental responsibility. This workshop will help you explain basic ethics and morals so your children can understand how to determine right from wrong.</p>
<p><u>Autonomy: Strengthening Your Ability to Work Independently</u></p>	<p>If organizations are to continue to be flexible and innovative to meet the challenges of the future, employees will need to not only be responsible for their own actions and decisions, but will also need to have the ability to work independently. This session looks at the skills necessary to develop autonomy and the characteristics of individuals who demonstrate autonomy.</p>
<p><u>Difficult Conversations During Times of Unrest</u></p>	<p>Millions of people have read about and watched footage from recent tragic events. It’s normal for these events to generate strong feelings that can carry over to conversations at home and in the workplace. Conversations about polarizing issues can be tense or even destructive, but avoiding such conversations is not always a good solution. For children, especially, events like these can shape their belief systems.</p>

	<p>It's important for adults to pay attention to the way they respond to children during these times. In this webinar, we discuss ways to have healthy discussions about polarizing topics without damaging your important relationships. We'll also discuss productive ways to talk about the events with children.</p>
<p><u>Practicing Assertiveness</u></p>	<p>What does it mean to be assertive? Assertiveness is a core communication skill that allows us to advocate for our wants and needs in a way that respects the rights of others, as well as ourselves. Some people are naturally assertive; and for others, it requires practice. This training is here to help. During this session we will look at what it means to be assertive and what situations benefit from it the most. It also covers strategies for understanding your emotions, wants, and needs so you can clearly define what you need from others. By the end of this training, you will be better able to advocate for yourself using assertive communication techniques.</p>
<p><u>Establishing Bedtime Routines that Work</u></p>	<p>Young children do not like to go to bed. Parents like for their young children to go to bed. Since these are incompatible agenda, conflict and power struggles can erupt. It does not have to work out in that manner though. Obtaining buy-in from kids can be achieved so that more often than not, they are cooperative in getting to bed at a time that helps them perform optimally the following day and gives their parents the late evening "me" time that improves their functioning and life satisfaction.</p>
<p><u>Unconscious Bias</u></p>	<p>We all hold biases we aren't aware of. Many of these biases are necessary to make quick decisions as we go about our day—which street to avoid when driving or walking, what to do when we see an animal on a hike, what financial institution to bank with. While these biases aid us in making these decisions, they can also leave out part of the story, leading to a society where everyone is operating from their own viewpoint. This workshop will allow us to discover our biases and their impact.</p>
<p><u>Secrets to Self-Motivation</u></p>	<p>We can do anything we set our minds to. But sometimes it can feel like our brains are working against us when it comes to achieving our goals. Plans to learn a new skill, to get in shape or to save money keep getting pushed back in the hopes that the Future You will handle it "someday."</p> <p>Your attitude and beliefs about your likelihood of success can predict whether or not you actually succeed. If you actively keep your internal motivation high, you can significantly increase the likelihood of achieving your hopes, dreams and visions of your future.</p>
<p><u>Working Through Mistakes</u></p>	<p>"Oops" moments happen everyday. At times they are public, unavoidable and have real consequences. In the workplace, errors should be viewed as a process in which the objective is to learn from your mistakes so that they cannot hinder your future performance at work or in life. This workshop will define the next steps once a mistake is made and demonstrate that these inevitable moments can be seen as an event and not an adjective or descriptor of things to come.</p>
<p><u>Managing the Emotions Surrounding Layoff Conversations</u></p>	<p>Delivering layoff messages generates a range of emotions for both the manager delivering the message and the employee receiving it. As a manager, you may feel guilt over having to be the bearer of such bad news. You may feel fear from many sources: fear about your own job security, fear about the impact the announcement will have on others, and fear about how the employee might react during the conversation. Some managers also feel anger, which could be directed toward senior leadership or others responsible for putting managers and the company in this difficult position. All of these emotions are normal and expected. This training helps you better understand these emotions so that you can stay in control of the situation and do your best, instead of allowing the emotions to take over and negatively impact the conversation and your own well-being.</p>
<p><u>Communicating the Tough Stuff to Your Child: Drugs, Alcohol, Sex, and Peer Pressure</u></p>	<p>It can be tough to be a teenager today—and tough to be a parent of a teenager. It's easy to be overwhelmed by stories about adolescents and violence, sex, drugs, suicides, alcohol and crime. All of these concerns are very real, but the very good news is most teenagers really are okay. The relationship you've had with your child all these years will play a big part in how your teenager will act and grow now that they are older. As your child matures, your relationship will change and become different, but it can still be positive and close. If you know what to expect, if you can look at things through your teenager's eyes, it will help both of you. This workshop helps parents learn communication methods to talk to their teen.</p>
<p><u>New Realities of Homeownership</u></p>	<p>Due to the upheaval in the housing market over the past few years many new realities of home ownership have appeared. These realities include changes in the types of home loans that are now available. It also includes more properties that are now bank-owned or under water which has changed how some interested buyers now view these types of properties. Potential buyers also need to recognize the importance of having their finances in order prior to applying for a home loan and understand how potential lenders now perceive what is considered good credit. Understanding the new realities is critical in making an informed decision in today's environment.</p>

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<u>Hobbies for Mental and Physical Health</u>	<p>Hobbies of all sorts can help us to be mentally and physically healthier people for ourselves and our loved ones. By choosing to spend time on engaging activities that we truly enjoy, we are more likely to be the best version of ourselves. Too often we end up either just passing the time or prioritizing everyone else's needs above our own.</p>
<u>Feeling Stuck? Practical Ways to Get Yourself Going Again</u>	<p>If you're struggling with challenges and uncertainty about your personal or professional life, and you're not sure what to do next, this session is for you. We'll discuss some simple but powerful questions to ask yourself to help you get "unstuck." The benefits of asking each question will be discussed, and participants will have an opportunity to try responding to all of them.</p>
<u>How World Events Can Impact Veterans' Mental Health</u>	<p>Current events can be triggering for veterans, impacting their mental health and overall well-being. In trying to make sense of world events, veterans often experience emotional, behavioral, cognitive and physical reactions. These reactions can lead veterans in distortions further impacting their view on themselves, others and world events. This training will help veterans process events around the world that may impact their mental health. Additionally, relatives of military veterans and friends will benefit from this training by discovering ways to be supportive.</p>
<u>Managing Up for Professional Success</u>	<p>Knowing how to work with your supervisor can be one of the most challenging and most important components of a successful career. This session provides tips on how to "manage up" in order to build a successful, transparent and mutually beneficial relationship with your boss. Through an interactive session and reflective activities, participants learn concrete steps to better "manage up" to their supervisor.</p>
<u>Motivating Change in Others</u>	<p>How do you help someone who is struck or ambivalent about making an important change in their life? Do you give them advice? Do you argue or debate them to persuade them make a change? Do you become frustrated when those strategies fail and then accuse them of being foolish? We can respectfully engage others to help them make changes through careful listening and by allowing the other person to identify their own priorities and motivations. The key communication skills addressed in this session are adapted from Motivational Interviewing and involve asking open questions, affirming, reflecting and summarizing in order to help someone move from ambivalence to a ction.</p>
<u>Preventing Employee Burnout</u>	<p>Burnout is a growing concern for many employers, as it can impact morale, employee retention, work productivity and more. In this session, we describe the signals that leaders can watch for and introduce strategies to help them prevent burnout from impacting the workforce.</p>
<u>Becoming a Better Listener</u>	<p>Statistics show that people remember only half of what they hear, even moments after they've heard it. Surprising? The fact is that while most of us like to think we're good listeners, almost everyone needs to improve their listening skills. This workshop offers a fresh approach to this common problem.</p>
<u>Sibling Rivalry</u>	<p>Interaction and communication between siblings is a completely unique interpersonal dynamic. There are aspects that resemble standard friendships and aspects that are more resembling of spousal relationships. Given the intimacy and intensity of sibling relationships it should come as no surprise that as competition and rivalry between siblings occurs the results can be both inspiring as well as destructive. It is of course preferable for the outcomes of natural, sibling rivalry to be motivating, constructive and inspiring. Enhancing our understanding of the subject will certainly make us better able to influence the outcomes and tackle the difficulties when rivalry becomes destructive.</p>

<u>The Sandwich Generation: Balancing Your Personal Life</u>	<p>Most of us reach a point in life when parents or elderly relatives begin to require more attention and time, and sometimes, our financial support as well. Caring for an older person can be complicated and few of us are trained for the many aspects of that care. Providing care for an elder is a very personal matter. No two situations are the same and there are no simple solutions. You can, though, benefit from following some practical suggestions. Balancing work, family and care-giving responsibilities can present some challenges. This workshop provides an overview of information to help the participant cope with their personal life while dealing with their elder's needs.</p>
<u>The Parent as Role Model</u>	<p>Young children do not have prior knowledge or skills, and so they eagerly look for someone to imitate. That "someone" is usually one or both of their parents. Parents are a child's first teachers and role models. Usually children are more affected by what their parents do than by what their parents say. They learn how to behave by seeing their mothers and fathers behave and following their example. For this reason, you need to be aware of the "lessons" you may unintentionally be teaching your children.</p>
<u>Living Nicotine Free</u>	<p>It can be very difficult to quit using nicotine, whether you smoke, vape, dip or chew. What may seem like a casual, relaxing habit can quickly turn into a serious, expensive addiction that gradually takes a toll on your health. Protect yourself by learning about treatment options and begin the process of quitting today!</p>
<u>Opioids: Understanding the Dangers and Ways to Help</u>	<p>Opioid (prescription narcotics as well as illegally produced heroin and fentanyl) addiction has risen to crisis proportions in many communities. Opioids are extremely addictive substances and overdose fatalities have dramatically increased in recent years. This training will address the nature and impact of opioid addiction, how opioid addiction develops, the unique dangers associated with opioid use and options for treatment. Included in the session will be a discussion of ways family and friends may offer support for those who are addicted.</p>
<u>Transitioning Home - Relationships (for Veterans)</u>	<p>The adjustment to civilian life can be challenging for the thousands of veterans returning home. Adjusting to relationships with spouses, family, friends and co-workers can be difficult. The honeymoon period immediately after demobilization usually ends shortly and vets are faced with the reality that not only have they changed but so have others in their absence. Family roles often require renegotiation and lost intimacy will need to be regained. Relating to civilians in general may be awkward and require some adapting. This workshop will address the social transition process for returning veterans; identifying the most common issues they face and describing ways of re-establishing relationships</p>
<u>Using Guided Imagery for Wellness and Stress Reduction</u>	<p>Guided imagery helps people mentally focus on pleasant images that encourage feelings of relaxation, utilizing the connection between body and mind. A person can call on mental images to improve emotional health. This workshop looks at how guided imagery can help with stress and mental well-being. It also includes a pair of guided imagery experiences.</p>
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<u>Extracurricular Activities: How Much Is Too Much</u>	<p>Participation in extracurricular activities can help build self-esteem, discipline and commitment as well as being just plain fun. However, today children are taking on more and more activities in their schedules. Too many activities can add additional stress to the normal stress kids deal with by being full-time students. Determining how many activities is too many can make a big difference in the stress level of kids and families.</p>
<u>Deescalating Potentially Violent Situations</u>	<p>Violence can occur in any almost context; at work, at home or in public venues. Certain occupations can expose employees to increased risk of violence. It is important to recognize the signs of impending violence and to learn communication skills to de-escalate an emotional situation and defuse risk of violence. This training will cover the sequence of events which often lead to violence, common mistakes that contribute to escalation, and how to intervene effectively. This course will contain practice vignettes to allow participants to apply de-escalation skills.</p>

Social Skills Refresh! How To Have Good Conversations In Social Situations	<p>Worried that your social skills may have atrophied lately? Or just interested in some helpful tools for having good conversations? Then this is the session for you. This workshop reviews how to handle those awkward social interactions in which you're not sure how to break the ice and how to respond to someone else's efforts to do the same.</p>
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	of your problem, anticipate questions, know your medications and bring medical records
<u>The Importance of Participating in Your Employer's Retirement Plan</u>	Your employer's retirement plan is an essential component of your future financial security. It is important that you understand how your plan works and what benefits you will receive. Just as you keep track of the money that you put in your bank or any other financial institution, it is in your best interest to understand and monitor your retirement plan and your benefits
Overcoming Your Distorted Negative Thinking	Have you had an argument with your spouse or significant other that impacted your whole day? Maybe you had thoughts like, "I'm such a jerk," or, "All we do is fight." Have you ever been stuck in traffic thanks to an accident? Maybe you said to yourself, "I knew I shouldn't have gone this way," or, "This always happens to me." Statements like these are common reactions to scenarios in our lives, but they are inaccurate and distort the way we see ourselves and the world around us. This session will examine the 10 Cognitive Distortions and how they impact our mood and create faulty beliefs about ourselves and the world around us. Through examining these distortions we will identify ways to challenge negative thoughts and limit the impact they have on our lives.
Practicing Assertiveness	What does it mean to be assertive? Assertiveness is a core communication skill that allows us to advocate for our wants and needs in a way that respects the rights of others, as well as ourselves. Some people are naturally assertive; and for others, it requires practice. This training is here to help. During this session we will look at what it means to be assertive and what situations benefit from it the most. It also covers strategies for understanding your emotions, wants, and needs so you can clearly define what you need from others. By the end of this training, you will be better able to advocate for yourself using assertive communication techniques.
Helping Your Child Set Goals for the Future	Research has shown that parents have the greatest impact and influence on their children's career choices. Helping your children to explore and identify their interests from an early age not only aids them in defining themselves, but will also help them make decisions about how they want their life to be. The more exposure you can give your children to the opportunities available to them, the more likely they will set exciting and achievable goals for themselves as they grow into adulthood.
Civility in the Workplace	The prevalence and costs of incivility are on the rise in organizations. When employees are exposed to incivility in the workplace, they experience diminished self-control, which in turn creates increased incivility toward co-workers. Incivility does not involve openly hostile behavior, threats or sabotage and therefore doesn't warrant the same legal attention or sanctions as other forms of mistreatment, such as harassment. Incivility could be as simple as a sarcastic reply to a co-worker's comment or a perceived rude sentence in an email. This session will help you understand why we act less civil today and give some suggestions for making sure you don't exhibit behaviors that are uncivil.
Emotional Intelligence	Implementing discipline over our emotional life is difficult and requires lifelong practice. Being able to choose to act or respond in a particular manner is preferable to re-acting on a consistent basis, yet it is difficult. Enhancing emotional intelligence improves our ability to master our emotional functioning. High emotional intelligence can improve our communications with all others, enhance our perception of satisfaction with ourselves and our lives and increase our productiveness overall.
Effective Communication	Why is interpersonal communication important? Personal success depends on our ability to communicate. Effective human relations depend on our communication skills. Overall, interpersonal communication skills are necessary for understanding and for action. This workshop explores interpersonal skills and techniques necessary for successful interactions.

<p>Where Are You Going? Goal Setting for Personal and Professional Success</p>	<p>Goal setting gives you long-term vision and short-term motivation. The process of setting goals allows you to choose where you want to go in your personal life as well as your professional career. A life without goals is like a road trip without a map. By knowing exactly what you want to achieve, you are less likely to get lost, and you will be happier and less frustrated along the way.</p>
<p>Staying Engaged and Advancing Your Career as a Remote Employee</p>	<p>Working remotely has many advantages for both the employer and the employee. It's important that anyone working remotely understands ways to maximize those advantages and yet not be forgotten when looking to advance a career. Working remotely is not about eliminating the cost of day care or pet care and not about the ability to do household chores during the week. Although the setting may be different, remote employees are expected to put in the same hours as those in the office. This workshop is designed to provide you with steps for maximizing productivity, being engaged and recognized and contributing to the organization remotely.</p>
<p>Emotional Eating: The Connection Between Mood and Food</p>	<p>The population of the United States is becoming increasingly obese with each passing decade. There are many speculations about the cause of this phenomenon from an increasing sedentary lifestyle, the ready availability of high caloric foods to stress and even sleep deprivation. However, if people ate only when they were truly hungry and stopped when they were full, there would be no obesity epidemic. This workshop will address the relationship between emotions and food consumption and how to retrain your body and mind to recognize the cues of hunger and to eat for physiological and not emotional reasons.</p>
<p>Teenage Rebellion</p>	<p>For parents, the phrase "teenage rebellion" can induce a range of emotions from intense fear to disappointment. At its extreme, rebellion can include things like running away from home, abusing drugs and engaging in other very dangerous activities. Less extreme examples of teenage rebellion include skipping classes and missing curfew. In almost all cases, parents are left feeling helpless and frustrated, looking for answers to the question: How can I regain control of my child?</p>
<p>Are You Financially on Track for Retirement?</p>	<p>One of the top financial goals for individuals and couples is to be financially secure in retirement. This goal is not one that can be planned for in just the last few years leading up to the planned retirement date, but must be set and have milestones identified throughout the different stages of life. There are many "rules of thumb" or theories on the proper amount and type of savings and investments one should have in setting aside money for retirement, but in reality, there is not one plan or solution that fits everyone.</p>
<p>Mindfulness: Being Present in Your Work and Life</p>	<p>The idea of mindfulness or being mindful is complete engagement in the present moment. It is a state where you are not thinking, reflecting, judging or deciding, but are instead simply experiencing the things currently in your available experience. In many ways people are largely unaware of our present moment, and often operate on "auto-pilot" to some degree. The auto-pilot mode is our default mode of operation. Even when we find ourselves in a pleasurable quiet moment we automatically begin to daydream about others, plan/worry about the future or ruminate about the past. We miss living in the present moment because we fail to pay attention to it. Mindfulness is about waking up to the present moment and paying attention to our experience. Learning mindfulness is not difficult; however, it is difficult to remember to do it. This training discusses mindfulness and how to incorporate its practice into your life.</p>
<p>Understanding How Your Emotions Impact Interactions With Older Loved Ones</p>	<p>Many emotions arise when we think about our loved ones' aging or needing care. Emotions can include anger, fear, sadness, resentment and hope. In communicating with the older adults in our life, we need to be aware of the emotions we're experiencing and what they represent, to ensure that we have healthy, productive interactions. When we haven't fully processed our feelings or thoughts, they sometimes come out in negative ways, whether it is through negative behaviors, thoughts or language. This workshop will teach you tools to understand the function of emotions, the impact they can have on interactions with older adults and how to communicate more effectively.</p>

Recordings Coming Soon
