

Fisher & Associates Solutions

Organizational Health & Employee Wellness Specialists
Successfully Addressing Workplace Stress, Burnout & Trauma

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Build Capacity

Promote Resiliency

Increase Coping Skills

WORKPLACE WELLNESS PROGRAM: One Year Follow-Up

A 1-DAY SPECIALIZED PROGRAM PROVIDED BY FISHER & ASSOCIATES SOLUTIONS

Developed by: Dr. Patricia Fisher, R.Psych., & Jane Katz, M.A., RCC. © Fisher & Associates, (Revd.) 2005.

BACKGROUND

This program is designed as an intensive annual follow-up to the 2-day core Workplace Wellness Program addressing stress, burnout and trauma.

Bearing in mind the learning from the core program, participants review the intervening year since they first took the program. At the personal level, participants complete the battery of self-assessment tools and compare their results with those from the previous year. Similarly, organizational and workplace areas of success and ongoing challenge are identified. Having examined and compared their past and current status, participants are then encouraged to develop strength-based "second-stage" planning that will assist both individuals and the organization to continue increasing resiliency and well-being.

PROGRAM CONTENT & OBJECTIVES

The workshop includes:

- A brief review of the Complex Stress Model
- A review of the risk and resilience factors associated with systemic stress effects.
- A review of the risk and resiliency factors associated with traumatic stress effects.
- Identification of current workplace risk and resilience profiles - and how these differ from the picture one year previously.
- Completion of the self-assessment batteries first administered during the core program 1 year earlier, and comparison of current profiles with those from the previous year. The self-assessments include:
 - Assessments of the risk and resilience factors associated with systemic and traumatic stress

- Assessments of self-care in both the workplace and personal life
- Assessments of the current levels of symptoms and outcomes associated with workplace stress and trauma
- Consideration of the most positive things about working in the organization; how this differs from the previous year; and what helps to enhance and support those successes.
- Consideration of the most challenging things about working in the organization; how this differs from the previous year; and what would be helpful in addressing those challenges now.
- A detailed look at the personal and professional impediments to good self-care - and the development of strategies to successfully address these.
- Development of "second-stage" workplace interventions aimed at mitigating negative stress effects and increasing resiliency
- Review, update, and extend the overall organizational health vision

PROCESS & RESOURCES

This one-day intensive workshop respects adult learning principles and uses a combination of overheads, lecture, small and large group discussions, individual assessment tools and exercises.

Each participant will be provided with a copy of the workshop resource booklet containing theoretical information and assessment tools used within the workshop.

CANADA

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