

Workshop Descriptions
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A. Dealing with Difficult People

There's at least one difficult person in every group. This fun and informative workshop will help you to make sure it's not you by examining the common types and behaviors of difficult people in the workplace and the needs they are attempting to meet. We will also explore effective strategies for managing their behavior, getting the job done, and keeping your sanity.

B. Mental Health 101: Recognizing and Responding to Mental Health Issues

Do you know the signs that a person may have a mental health issue? What should you do if you suspect that mental illness is contributing to poor performance or a behavior problem? Participants will learn how to recognize signs of a possible mental health issue, what practical steps to take to respond to a mental health crisis, and how to make referrals for professional help.

C. Identifying and Responding to Pre-Incident Indicators to Violence

Now more than ever, increased awareness and relevant training on how to respond to different types of emergencies are essential in today's environment. Violence is a byproduct of the interaction between the physical setting, triggering conditions, and individual factors. We can assess and mitigate risk by recognizing "pre-incident indicators" and selecting appropriate and proportional responses to them. This workshop will explain the spectrum of violence, identify pre-incident indicators and "behaviors of concern," dispel the myths and stereotypes that get in the way of taking appropriate action, clarify options for responding to behaviors of concern, and demonstrate how to respond in the event of an active shooter incident.

D. Narcissism, Entitlement, and Millennials: Understanding Generational Issues in The Workplace

Millennials have been raised to believe they can achieve whatever their hearts desire. This workshop will review traits of the Millennial generation and will guide you in how to respond to them in a manner that promotes success and wellbeing. Participants will apply basic principles for active listening, boundary setting, and problem solving to assist in overcoming the challenges of working with the Millennial generation.

E. Increasing Cultural Awareness and Eliminating Microaggressions

This experiential workshop addresses the importance of increasing cultural

awareness and inclusiveness. Participants will gain insight into their own current values, perceptions, and perspectives pertaining to culture and race that may interfere with interpersonal interactions. Participants will also examine microaggressions, the offensive hidden messages that are often sent unconsciously and unintentionally to people of color and other marginalized and minority groups. By exploring basic psychology principles of perception, attention, and cognitive biases, this workshop demonstrates how perspective is subjective and our perceptions are shaped by our expectations and experiences. This interactive presentation will offer strategies for being more inclusive and fostering engagement and empowerment of all people.

F. Self Care, Stress Management, and Burnout Prevention

Prevention is the best intervention. This workshop reviews common sources of stress and offers practical strategies for preventing burnout and achieving balance at school, work, and home. Participants will learn stress management tools such as time-use analysis, time management, and cognitive restructuring, and will practice simple and effective stress reduction techniques such as progressive muscle relaxation, breathing exercises, and guided imagery.

G. Critical Thinking and Hiring Committees

Hiring decisions are often made on gut hunches and intuition, but what if your intuition was impacted by hidden biases and cognitive errors? As human beings, we are all vulnerable to snap judgments, stereotypes, and critical thinking errors. This provocative and engaging workshop challenges your biases and teaches how to apply critical thinking principles to make better hiring decisions.

H. Overcome Procrastination

Procrastination is the great thief of productivity and entices us to put off doing the very things that would move us toward our goals. In this workshop, you will review 8 common causes of procrastination and the ways that procrastination keeps you stuck. Participants will gain a better understanding of motivation and readiness to change and learn 4 practical strategies to overcome workplace and personal procrastination.