

Behavioral Change Coaching Modules

Behavioral Change Coaching provides structured sessions with education, handouts and homework so that employees have the best chance to improve their work performance. Our goal is to help employees retain their job and be successful in their work environment.

Behavioral Change Coaching was developed in response to our employers wanting more information about EAP services that employees receive as a result of a supervisory referral. Coaching provides a specific plan for dealing with common employee problems within 3 sessions.

Employee feedback has indicated that Behavioral Change Coaching provides new and helpful information as well as providing the necessary tools to be more successful in relationships and on the job. Our EAP counselors have appreciated the structured, theory-based approach, in which they can flexibly use their therapeutic skills within the structure of the modules.

How Does Behavioral Change Coaching Work?

Each Behavioral Change Coaching module consists of a summary outline and handouts* for each session. The module contains goals, interventions, screening tools and homework that are used to structure each session. Given the issues and presentation of the client, the EAP counselor uses their clinical judgment to determine the appropriateness of the outline and materials. Engaging the employee is of utmost importance and the EAP counselor can personalize the module by focusing on the specific interventions and handouts that best meet the employee's needs. An initial broad assessment for concurrent mental health, substance abuse and psychosocial issues should always be done. Subsequent referrals to adjunctive services should be made whenever appropriate throughout the module sessions to insure appropriate clinical treatment.

Behavioral Change Coaching is recommended for specific supervisory referrals. It can also be used for voluntary employees who report similar concerns. The current Behavioral Health Coaching modules are:

- Anger Management
- Communication/Conflict Resolution
- Rethinking Drinking
- Rethinking Marijuana
- Stress Management

Each coaching module is designed for 3 EAP sessions. If the employee has extended EAP sessions available per their employer contract, goals and interventions can be stretched throughout their sessions and discussed in more detail.

* Note that Behavioral Health Coaching outlines and handouts are considered a proprietary resource of Aurora EAP and cannot be used without permission. Permission extends to printing and using materials for Aurora EAP clients only.