

II TRENDS/HIGHLIGHTS (continued)

4. Development of Organizational Stress Profiles

The EAP staff developed organizational stress profiles for two work units. Thirty employees were involved. The amount of time required to develop a stress profile is approximately 65 hours for a work unit of 15 employees. This type of activity helps us achieve our goal of providing services that are proactive rather than reactive.

5. Training/Education Activities

The highlights in that area are the noon-hour sessions and an expanded role for EAP in the area of stress management and personal effectiveness workshops, as recommended by the departmental review.

◆ Noon-Hour Sessions

Employees and family members were invited to attend 14 sessions, 7 in English and 7 in French, on various topics of interest to our clients. Two hundred and twenty-two (222) employees and family members participated, 173 women (80%) and 49 men (20%). The challenge this year will be to select topics which will continue to attract family members and which will be of greater interest to men.

◆ Stress Management and Personal Effectiveness Workshops

As a result of the departmental review, the EAP is now responsible for administering the stress management and personal effectiveness workshops. The workshops had been administered by the Training and Development section of the Department (APF). Two important changes were made to the workshops this year: adult family members were invited to attend and the workshops were subdivided into half-day sessions conducted over several weeks at the rate of one half-day session per week. Research