

CRETA Counselling Programs & Features

In organizations and companies all over the country, managers and employees face pressure to be effective, productive and happy. On top of this, added pressure exists to maintain a healthy and quality work, home and life balance. CRETA works with organizations and companies to lower the rates of workplace stress, sickness and absences due to highly demanding positions by offering counselling services, on-site and within our private practice.

Workplace stress for both managers and workers is fast becoming a major health and safety concern. It makes perfect sense therefore to take the best care of all employees at all levels, not just to comply with legislation, but also inspire greater commitment and efficiency.

Our Professional Team of Counsellors are trained to provide assistance on a wide range of issues, including sexual harassment, employee interaction, difficult situations, reorganizations and crisis and emergencies.

A range of counseling options is available:

- ✓ FACE TO FACE COUNSELLING
- ✓ TELEPHONE COUNSELLING
- ✓ E-MAIL COUNSELLING

There are occasions when management finds it beneficial to promote, laterally transfer, or demote productive employees in order to meet company objectives. Corporate Career Counseling can be extremely useful to all parties in these special situations. Sessions can be held on-site at your facility.

CRETA can be called upon to assist by:

- ✓ Helping to identify potential concerns and objectively discussing proposed personnel changes
- ✓ Identifying training and development requirements to minimize possible difficulties with employee transitions
- ✓ Providing third party support and open discussion for both management and employees to foster success as changes are implemented
- ✓ Assisting an employee to explore and research career/job options within or outside the organization

CRETA help you answer these and other questions on the all-important issue of balancing your work and your life:

- ✓ Does your job own you?
- ✓ Do you find you don't have enough hours in the day?
- ✓ Are you always serving others' needs but neglecting your own?

- ✓ Do you find yourself jealous of or angry at others' success?
- ✓ Would you like to identify what makes you happy and learn how to get it?
- ✓ Do you need an objective person to help you reach your dreams?

CRETA life/work planning program will help you:

- ✓ Learn to balance life and work issues
- ✓ Determine how to identify work that promotes your life
- ✓ Learn how best to manage change
- ✓ Balance spirit, mind and body issues
- ✓ Define your purpose and pursue it
- ✓ Manage your professional and personal goals
- ✓ Learn assertive vs aggressive behavior

Stress can help us change and grow, until we have too much of it! Managing your stress can reduce disease, provide a more qualitative life, and instill inner peace.

Ask yourself:

- ✓ Am I stressed to the max?
- ✓ Have I become more irritable at home or at work?
- ✓ Has my concentration level diminished?
- ✓ Am I losing sleep due to too much tension?
- ✓ Do I want to reclaim a more peaceful approach to my life?
- ✓ What can I do to help myself?

CRETA conducts highly effective Stress Management programs/workshops with the following key elements, tailored to meet your particular needs:

- ✓ Identifying your stressors
- ✓ Controlling your stressors
- ✓ Techniques to de-stress
- ✓ Music and/or meditation

These programs are conducted one-on-one or within a group atmosphere. As an individual, we meet in our office. As a group, we can hold these workshops at your organization!

GROUP COUNSELLING

Join a small group of people, unknown to you, who are in a similar life stage or situation, to share, learn and grow together. The group meets at regular intervals and is facilitated by a counsellor.

What does Group Counselling involve?

- ✓ The purpose of group counselling is to explore your issues with others who have similar experiences for your personal growth and development. The counsellor helps the group members help each other. Sharing in the group helps you understand that you are not alone.
- ✓ All human beings learn and grow in the context of a group. Groups provide the opportunity to see yourself as an individual and as a group member. Groups are an effective avenue to growth and change.
- ✓ Group counsellors help the group develop trust and communicate effectively.
- ✓ You get the opportunity to share your concerns and group members help you feel understood and supported. You also gain from the feedback and perspectives group members provide from their experience. Similarly, you contribute to the growth and development of other members.

Benefits of Group Counselling

- ✓ **Universality creates hope.** Even though you and your experience are unique, emotions like pain and joy are universal to all of us. Discovering that you are not alone creates a sense of hope.
- ✓ **Offers different perspectives.** You have the opportunity to gain different perspectives from the group members thus increasing your awareness and understanding of your situation.
- ✓ **Develops interpersonal and communication skills.** Groups provide a wonderful opportunity to receive feedback on how you come across to others. You can also experiment with new behaviours in the safe environment of the group before implementing it in real life. Group members encourage and appreciate your efforts to achieve your goals.

What are the benefits of counselling in the work place?

- ✓ **Being heard:** being listened to, heard and not judged.
- ✓ **Fewer stress-related absences:** issues and concerns can be explored before they become overwhelming.
- ✓ **Job Satisfaction:** Employees and Managers know that their health and experience is valued by the company who employee's counsellors and coaches to support them.
- ✓ **Communication:** Channels of communication are opened through employees beginning to talk about their experiences and concerns.

Counselling in the workplace can take place in person or by telephone, and provides a facilitating service. It opens up communication between staff and employers, and encourages frank discussion. Counselling also enables the worker to identify what can and cannot be changed, and to explore alternative solutions.

COUNSELLING PROGRAMS:

- ✓ Monday blues: How do we enjoy work?
- ✓ Counselling skills for HR professionals and managers
- ✓ Anger management program for managers
- ✓ Programs on gender, diversity & inclusion
- ✓ Parenting skills for employees with children
- ✓ Stress management
- ✓ How to see problems at work as opportunities for greater success.
- ✓ How the best in business see change as a friend and leverage it to become a better performer.
- ✓ Proven (and surprisingly simple) tools to stay positive and focused when things do not go as expected.
- ✓ Why everyone – at all levels – need to take personal responsibility for creating positive results and building stronger teams.
- ✓ Revolutionary practices for self-leadership and personal management in stressful times.
- ✓ How to have more fun at work – even amidst the most difficult of conditions.
- ✓ Big ideas on balancing family with work and creating peak health.

Individual Counselling

- ✓ Anger
- ✓ Fear
- ✓ Shyness
- ✓ Drug Abuse
- ✓ Overeating
- ✓ Tension Headaches
- ✓ Lack of Concentration
- ✓ Lack of Motivation
- ✓ Stress
- ✓ Anxiety
- ✓ Loneliness
- ✓ Excessive Smoking
- ✓ Inferiority Complex
- ✓ Stress at Work Place
- ✓ Relationship with Boss and Colleagues
- ✓ Career Growth and Performance Concerns
- ✓ Depression
- ✓ Insomnia
- ✓ Alcoholism
- ✓ Psychosomatic Problems
- ✓ Work Life Balance
- ✓ Fear of Speaking in Meetings
- ✓ Harassment at Work Place

CRETA offers Online, Telephonic, Face to Face and individual counselling to below mentioned areas:-

Pre-marital Counselling

- ✓ Frequent Conflicts
- ✓ Unmet Expectations
- ✓ Break-up of Romantic Relationships
- ✓ Possessiveness
- ✓ Trust
- ✓ Not ready for marriage

Marital Counselling /Marriage Counselling

- ✓ Relationship Counselling
- ✓ Couple Counselling
- ✓ Post-marriage Counselling
- ✓ Physical Abuse
- ✓ Sexual Abuse
- ✓ Emotional/Mental Abuse
- ✓ Anger
- ✓ Depression
- ✓ Fear
- ✓ Insecurity
- ✓ Anxiety
- ✓ Self-esteem
- ✓ Understanding
- ✓ Confusion
- ✓ Personality Issues
- ✓ Adjustment Problems
- ✓ Trust
- ✓ Unmet Expectations
- ✓ Family Concerns
- ✓ Parental Interference
- ✓ Possessiveness
- ✓ In-law Concerns
- ✓ Frequent Conflicts
- ✓ Extra-Marital Problems
- ✓ Domestic Violence
- ✓ Poor Sexual Relationships
- ✓ Communication

Divorce Counselling

- ✓ Decision making phase of divorce
- ✓ Financial difficulties
- ✓ Satisfactory decision (to stay married or to divorce)
- ✓ Restructuring their individual lives
- ✓ Present and future relationships
- ✓ General adjustment to singlehood
- ✓ Problems with their children

Family Counselling

- ✓ Domestic Violence
- ✓ Frequent Conflicts
- ✓ Parent-child Relationship
- ✓ Child Misbehaviour
- ✓ Disobeying Parents
- ✓ Temper Outbursts
- ✓ Quality Time
- ✓ Conduct Disorder Problems
- ✓ Handling Teenagers