Options

Option 1	Option 2	Option 3
1. Coaching: *1.1. Personal coaching sessions* *1.2. Business coaching* **2. Employees' psychological support in all life's areas:** *2.1. Psychological counselling* *2.2. Psychotherapy for employees* **3. Monthly conclusions report for suggested organizational culture changes (if the case)**	**1. Coaching:** *1.1. Personal coaching sessions* *1.2. Business coaching* **2. Employees' psychological support in all life's areas:** *2.1. Psychological counselling* *2.2. Psychotherapy for employees* **3. Monthly conclusions report for suggested organizational culture changes (if the case)** **4. Couple psychological counselling** **5. Psychological counselling for employees' children from 12 to 21 years of age** **6. Coaching or psychological counselling for the employee's partner / significant other.**	**1. Coaching:** *1.1. Personal coaching sessions* *1.2. Business coaching* **2. Employees' psychological support in all life's areas:** *2.1. Psychological counselling* *2.2. Psychotherapy for employees* **3. Monthly conclusions report for suggested organizational culture changes (if the case)** **4. Couple psychological counselling** **5. Psychological counselling for employees' children from 12 to 21 years of age** **6. Coaching or psychological counselling for the employee's partner** **7. Weekly articles from international psychological research about various topics** **8. Weekly articles written by me about various topics and designated to satisfy your employees' needs**

Definitions and/or description:

Coaching:

Personal coaching sessions = psychological support for people who do not necessarily have a stringent problem and who are **generally happy with their life**, but **want to develop some of their personal skills**, such as improving self-knowledge, becoming a self-leader, increasing self-esteem, develop some strengths or talents, identifying or improving potential, enhancing quality of life, defining and executing personal development plans, improving social abilities, increasing empathy etc.

Business coaching = psychological support for people who **need to improve their business skills**, deal better with job challenges, solve their business tasks faster and easier, achieve optimum performance, increase job motivation, develop long-term and short-term goals and strategies at work, as well as improve their skills in business area that they might have overlooked. The role of a business coach is to coach employees through guidance, support, encouragement and accountability.

Employees' psychological support in all life's areas:

Psychological counselling = psychological support for people who deal with **distress in one of their life's areas** and usually occurring at times their distress is higher than usual. The client does not have major personality dysfunctions, but confronts himself with various problematic situations such as conflicts with significant persons, couple problems, envy, jealousy, anger management, goal setting failure, lack of concentration at work, lack of motivation etc. So, the client is mostly functional in his life areas, but sometimes, he needs support in finding and implementing the right solution to a certain problem he confronts with.

Psychotherapy = unlike psychological counselling, psychotherapy has **deeper substance** and **distresses are major**. It involves supporting people with **significant problems** and might deal with personality restructuring. It helps solving emotional problems, cure phobias and panic attacks, decrease anxiety, identify the sources, causes and solutions of eating disorders, reduce other substantially upsetting symptoms that affect the client's wellbeing, treatment and support during mourning periods, depression, excessive shyness, insomnia etc. Basically, to make things clear, psychotherapy goes in depth, digging into someone's psyche at times the client deals with major problems that destroy the quality of life.

*) Usually, coaching (although very much attention is paid to it lately) goes into the lowest level of detail of the three: coaching, psychological counselling and psychotherapy. Though, we deem that many times, coaching fits best the client's needs. A detailed description of the differences between coaching, psychological counselling and psychotherapy may be provided upon request.

***) **Coaching and employees' psychological support in all life's areas should be performed individually**, while the subjects / topics of discussions cannot be revealed to any other third party. Still, if we notice certain patterns or repeated discontent from more employees, but with direct connection to their employer or job conditions, a summary of issues could be presented to the employer (no names*

provided, nevertheless). At the same time, if their problems are not directly linked to job conditions, but could be partially solved by improving job conditions, suggestions of improvement will be provided to the employer.

<u>Couple psychological counselling</u> = in-depth treatment of couples (one of the members being the employee) who are having difficulties in their relationship and want to explore how these problems have arisen, what interferes with changing them and most of all what solutions might be found (if any) in order for the couple to function normally. In couple psychological counselling, is preferable for both members to participate during the session.

<u>Psychological counselling for employees' children from 12 to 21 years of age</u> = since teenage years are the most difficult of all and parents' job-related activities are many times affected by their teens' problems (it's painful to have a depressed or hyperactive, euphoric and out of control teen at home), children's psychological support might be suitable.

<u>Coaching or psychological counselling for the employee's partner</u> - sometimes, the employee's job performance could be negatively affected when his/her 'significant other' has certain problems that affect the quality of life (and the problems are mainly individual, and not couple issues). In this respect, offering them the possibility of psychologically supporting their partner can be very motivating.

<u>Weekly articles from international psychological research about various topics</u> – nowadays, it's extremely easy to find any piece of information on the internet. Still, at the same time, people are more impressed and read more enthusiastically articles provided right in front of their eyes (since their efforts are much reduced). For example, in terms of what motivates people to work, how to anchor peers, how to find the best self-regulation strategies in order to resist temptations etc., psychological research has much advanced lately, but few people heard about newest studies. For this reason, we could provide them one or two weekly article(s) in connection with their interests (even if their interests are personal and not job-related). In this respect, we could ask them first what subjects they are interested in, and if some subjects repeat, articles in the respective area to be provided on a regular basis.

<u>Weekly articles written by me about various topics and designated to satisfy your employees' needs</u> – following the above mentioned pattern, we could provide them articles written by myself (sample: <u>http://www.rodicaionescu.ro/efectul-de-priming-si-aparenta-libertatii/</u> or <u>http://www.rodicaionescu.ro/creierasul-vrea-ii-dam-sau-nu/</u>) about the subjects they might be interested in. The advantage of this kind of articles compared to the other one is that topics that they are interested in are reached, but a personal and more connected note is given to the message, as well as more detailed interpretation of the topic.

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