



**Ronald Mah, M.A., Ph.D.**

**Licensed Marriage & Family Therapist, MFC32136**

Psychotherapy, Parent Education, Consulting & Staff Development

433 Estudillo Ave., #305, San Leandro, CA 94577-4915

(510) 614-5641 Office - (510) 889-6553 fax - E-mail: [Ronald@RonaldMah.com](mailto:Ronald@RonaldMah.com) - Web: [www.RonaldMah.com](http://www.RonaldMah.com)

---

**Staying Physically and Emotionally Healthy in the Workplace**  
**"GETTING IT TOGETHER"**  
**FAMILY DYNAMICS AT HOME (& AT WORK!!)**  
**A Dual Training for Creating Healthy Relationships & Teams**

**FORMAT:**

Lecture and Discussion- Participants are encouraged to make the workshop more relevant to their concerns by asking questions.

**DESCRIPTION:**

Focus is on creating practical understanding of both the intrapersonal (you), the interpersonal (others), and the system issues that can lead to tension, stress, frustration, and eventually, moral problems, low productivity, and dysfunction in the family, agency, program, or workplace. Dynamics of the family and of the workplace are compared and contrasted to foster greater understanding and health in both areas. Addressed are the family (or staff's) emotional and psychological needs as part of the family (or "workplace family"). Theories of role definitions, system theory, communication, temperamental differences, and psycho-emotional needs are combined to create understanding and to lead to practical strategies for resolving dysfunction in the family and workplace.

**SUMMARY OF CONTENT:**

**A. FAMILY SYSTEMS & WORK SYSTEMS**

**B. CHARACTERISTICS OF HEALTHY & UNHEALTHY AGENCIES, PROGRAMS, OR WORKPLACES.**

The Workplace System: Hierarchies, Role Definitions, Sub-systems, Lines of Responsibility, Alignments, Coalitions, Triangles, Communication.

**C. PSYCHO-EMOTIONAL ISSUES**

1. The Emotional-Psychological-Physical Relationship

2. Intra-personal Issues- On Knowing Yourself (You w/You)

On Developing Self-Esteem: Acceptance/Significance, Power & Control, Virtue, Competence.

3. Interpersonal Issues (You w/Others- especially Colleagues & Clients)

Boundary Problems; Communication Skills; Validation/Invalidation; Defensive Styles that preclude validation.

4. Management/Discipline Issues (You w/Others).

**D. TEMPERAMENTAL ANALYSIS of self & others - match and mismatch issues.**

**E. STRESS RESPONSE STYLES- Negative & Positive**

1) Denial; 2) Intensification; 3) Avoidance behavior; 4) Hypervigilance;

5) Passive-Aggressive Action; 6) Co-Dependent Behavior

7) Proactive Action; 8) Cathartic Release & Other Types of Release;

9) Rest; 10) Self-Nurturing; 11) Seeking Help; 12) Understanding/Insight