Business Purpose	Here at Stony Creek there are lofty demands placed on employees which create a high volume of turnover. The purpose of this course is to provide stress management training to employees in order to minimize burnout rates.
Target Audience	The primary audience will be all employees within Stony Creek and any new hires.
Training Time	30 minutes
Training Recommendation	1 eLearning course - The course will be titled Managing Stress in the Workplace. The course will have a variety of interactions and practice activities. The avatars would also provide tips and assistance throughout. The course will enable employees to identify healthy and unhealthy responses to stressors. It will give 2 coping strategies to manage stress. The course will also offer knowledge checks throughout and provide a quiz at the end for employees to test what they have learned.
Deliverables	1 Storyline 360 eLearning course with voice over narration 2 Coping Strategies to minimize stress - Identifying healthy and unhealthy responses to stressors - Storyboard 1 PDF job Aid - Includes 2 avatars - Included Workplace Scenarios
Learning Objectives	By the end of the training course, the learners will be able to: - Provide healthy coping strategies to minimize stress. - Identify unhealthy responses to stressors. - List the 4 steps of cognitive reframing.
Training Outline	**Introduction** - Welcome - Navigation - Objectives

	• Workplace Scenario – this is an avatar interaction where an employee is stressed because he has too much on his plate. This gives a real-life situation that leads into the next scene in the module of healthy and unhealthy responses to stressors.
	
	Topic: Responses to Stressors
	   • Healthy vs. Unhealthy Responses
	     o Healthy – Talk to someone, exercise, change mindset, make a plan
	     o Unhealthy – Overeating, aggressive behavior, drinking too much, procrastinating
	     o Knowledge Check
	Topic: Coping Strategies
	     o Exercise for Stress Relief
	     o Types of Exercise – Aerobic, Strength, Flexibility
	     o Knowledge Check
	
	   • Cognitive Reframing
	     o 4 steps – Listen, Identify, Evaluate, Replace
	     o Knowledge Check
	
	   • Summary
	   • Assessment
	   • Congratulations

Assessment Plan	80% pass rate on eLearning module assessment of material via 5 multiple choice questions. Learner will be given unlimited attempts.
Evaluation Plan	Pre-/post training knowledge checks and assessments to test prior, current, and post training comprehension and understanding. The accuracy level of using the 2 stress management techniques and identifying healthy and unhealthy responses to stressors. The amount of time spent using the stress management techniques.