

e: External Factors		
Class	Description	Contact Information
Lieutenants' Interactive Forum for Education Class (8 hours)	<u>Mandatory class for EBD participants.</u> Decision making class.	EBD Unit (562) 347-1053
Additional Options for Unit Commanders. Employee Support Services Bureau may provide information needed regarding the options shown below.		
<u>Financial Management/Sound Finances/Debt Management</u>		
Read approved literature on financial management and getting out of debt. Complete approved online financial management assessment and develop a financially feasible action plan. Consultation with psychologist or financial counselor to develop a financially feasible action plan.		
<u>Healthy Relationships/Relationship Management/Relationship Wellness</u>		
Attend specific psycho-educational relationship module that pertains to employee. Attend psychotherapy to address specific relationship issue(s).		
<u>Medical Management/Health Care</u>		
Seek consultation with physician or appropriate medical provider to address medical issues interfering with work performance. Write action plan on how medical issues will be addressed in next three weeks.		
<u>Safe Stress/Life Stress Management/Life Balance/Coping with Stress</u>		
Read appropriate stress management materials which include self-assessment. Attend stress management lecture (modules). Meet with a peer support person. Enter therapy to learn skills to better manage stress and decrease stress.		
<u>Psychological Issues</u>		
Psychological assessment/counseling. Peer Support Program. Chaplain Program.		
<u>Individualized EBD Class or Program</u>		
Unit Commanders have the discretion to implement individualized training to address employee behaviors. The individualized training must address the causal factors which resulted in the employee's actions. Contact the EBD Unit for further direction if needed.		