

# Winter 2024 News & Updates



December 2024 | Winter

All CBA Therapists Are Now Offering Both Tele-Psychotherapy and In-Person Appointments. Please Call (310) 858-3831 For More Information.

**Make Sure to See Below for our Special Issue by Dr. Flora Greenberg:  
Using Cognitive Behavioral Therapy (CBT) to Address and  
Resolve Workplace Bullying**

## Our Institute



Cognitive Behavior Associates is proud to have our own APA-approved Continuing Education program, the Cognitive Behavior Therapy Institute (CBTI).

CBTI hosts several live virtual training events each year and we keep our archives of these webinars on our website, which are all available for purchase.

Here are a few highlights from our archive:

- [Palette of Emotions: Understanding the Use of Art Therapy Alongside Cognitive Behavioral Therapy](#)
- [Remembering The 'B' In 'CBT': Principles Of Behaviorism](#)
- [How To Use Core Principles Of Cognitive Behavior Therapy For Psychosis \(Cbtp\) In Your Practice](#)

- [Teaching Mindfulness: Bringing Mindfulness Into Individual Therapy](#)
- [How Effective Are Mutual Help Groups For Dependency Problems?](#)
- [Sexual and Gender Minority Stress: Pride and Prejudice](#)
- [The Challenge of Change: How Integrative Behavioral Couple Therapy \(Ibct\) Creates Acceptance And Change](#)
- [The Inhibitory learning Model of Exposure: Theory and Application](#)
- [Applying and Understanding Cognitive Processing Therapy as Treatment for PTSD](#)
- [The Unified Protocol for Transdiagnostic Treatment of Emotional Disorders \(UP\)](#)
- [OCD-101 - Assessment and Treatment Planning](#)
- [Cognitive Behavioral Analysis System of Psychotherapy \(CBASP\)](#)
- [Transgender Competence in the Therapeutic Setting](#)
- [Strengths-Based Parenting Strategies that Work](#)
- [Treating Psychosis Utilizing Cognitive Behavior Therapy](#)



Dr. Becker co-hosted on Dr. Duncan's episode of Sanity Podcast, where they commemorated the 50th anniversary of Dr. Gerald Davison's 1974 ABCT presidential address on the wrongs of

Conversion Therapy. **You don't want to miss this!**

[Click here to watch the full video!](#)

## The Director's Chair

Greetings from CBA and the CBTInstitute.

The intersection of mental health and gun violence has become an increasingly pressing concern. Recently, I joined the Southern California Leadership Council of Brady. Brady is the oldest gun violence reduction organization in the United States and is at the forefront of raising awareness among mental health workers. Guns, when in the wrong hands, can exacerbate the risks associated with mental health issues, particularly for children. One of our programs, "End Family Fire" refers to a shooting caused by someone having access to a gun from the home when they shouldn't have it. This includes children as well as those who display behavior that indicates they could harm themselves or others. Family fire is preventable. Gun owners are an essential part of the solution. We can save lives by practicing safe firearm storage, which means keeping our guns locked, unloaded, separate from ammunition, and inaccessible to children.



Mental health professionals play a pivotal role in identifying and addressing potential threats. Brady's efforts aim to equip these professionals with the knowledge and tools to recognize the red flags associated with gun access in vulnerable populations. Children, in particular, are susceptible to the consequences of this nexus. By fostering a dialogue within the mental health community, Brady seeks to create a proactive approach in mitigating the risks associated with firearm access.

The Brady Campaign emphasizes education, urging mental health workers to include inquiries about firearm access in their assessments. "Asking Saves Lives" is a proactive stance that not only addresses immediate safety concerns but also promotes a holistic understanding of mental well-being. As we navigate the complex landscape of mental health, acknowledging the role of guns in this equation is a vital step towards fostering a safer environment for everyone.

As a way to introduce the mental health community to "Asking Saves Lives" we (Drs. Becker and Stanford) will be hosting an educational event for mental health professionals at the UCLA faculty club for all interested parties. Stay tuned for further details and to let us know if you can join us. Here is a [link](#) to for Brady for more information.

## Staff Updates



Dr. Amanda Gorlick continues to expand her expertise in providing tailored evidence-based treatment to adults with trauma-related disorders, anxiety-related disorders, depressive-related disorders, sleep-related disorders, and OCD-related disorders. Dr. Gorlick continues to teach and mentor psychology graduate students as an Adjunct Professor at Pepperdine University.



Dr. Stanford has been working with many professional associations, including, but not limited to CPT for PTSD and WPATH. As an Assistant Clinical Professor in UCLA's Department of Psychology, he supervises Ph.D. candidates in their clinical practice. Dr. Stanford also enjoys being a member of and contributing on the Membership and Marketing Committee of A-CBT.



Dr. Elfenbaum continues to grow her practice of CBT in behavioral health medicine, anxiety and relationship issues, and many other clinical presentations. She focuses on adult individual therapy clients and feels "grateful to have such rewarding work."



Dr. Emily Owens recently completed a week-long workshop on the Feeling Safe Programme, a cognitive-behavioral treatment for individuals with psychosis and persecutory delusions. The workshop was led by



Dr. Zaken-Greenberg continues to expand her expertise and treatment using CBT with children, adolescents, adults, couples and families in the areas of Generalized Anxiety, Social Anxiety, Post



Jenny continues to expand her practice and expertise of CBT with adolescents and adults with a focus in evidence-based

internationally renowned psychologists and researchers Drs. Daniel Freeman and Louise Isham. Dr. Owens is now proud to be able to offer this specialized and effective treatment at CBA.

Traumatic Stress Disorder, Fears and Phobias, ADHD, Depression, Body Dysmorphic Disorders, OCD, Trichotillomania (hair pulling), Excoriation Disorder (skin picking) and Tics, and Insomnia. She also consults with corporations on healthy leadership skills.

treatments to treat depressive-related disorders, anxiety-related disorders, OCD related disorders, ADHD, and relationship issues.

## Using Cognitive Behavioral Therapy (CBT) to Address and Resolve Workplace Bullying

Flora Zaken-Greenberg, Ph.D.



### Understanding Workplace Bullying

Bullying in the workplace involves health-harming mistreatment of an employee by one or more employees, typically in a position of authority. However, bullying can also occur toward a co-worker.

Bullying may include verbal abuse and can also be implied with a condescending attitude that the employee is inefficient, incapable, and inferior. Micromanaging can also

be a form of bullying.

Bullying may also include offensive conduct and behaviors in the workplace and at work events. This may involve sexual innuendos, touching, or lecturing in a way that demeans the employee.

Assigning an unrealistic goal that sets up failure is also a form of bullying. Not giving resources and support and then criticizing the employee for poor performance is another form of bullying.

### The impact of bullying on the Workplace

Bullying in any form can decrease productivity and morale. Bullying can also increase absenteeism and turnover and companies may lose out on excellent employees.

A silent result of bullying can be mental health issues such as anxiety and/or depression, or even PTSD for the victim. Decreased productivity and morale, increased absenteeism, and turnover are also an unwanted consequence. Turnover disrupts the flow of productivity as new employees begin the start up learning phase of their new role.

### Application of CBT in the Workplace

CBT is a structured, time-limited, goal-oriented form of psychotherapy that is evidence-based. CBT focuses on identifying and changing negative thought patterns and behaviors.

Research and case studies have shown that changing negative thought patterns can lead to positive behavioral changes and emotions, which becomes self-reinforcing. Using CBT to address bullying helps both the victims and perpetrators recognize and change harmful interpersonal behavioral patterns. CBT also helps promote self-awareness, emotional and physical boundaries, and emotional regulation.

### **CBT Goals in the Workplace**

CBT helps employees learn to manage stress in a more adaptive fashion and improve self-esteem. Self-esteem is often significantly damaged secondary to emotional abuse and can pervade even non-work areas in ones' life.

CBT can educate and equip managers and HR with the tools necessary to address and prevent bullying. This therapy teaches skills that can encourage perpetrators to recognize and alter harmful behaviors.

### **CBT Techniques for Victims of Bullying**

Cognitive Restructuring helps individuals identify and challenge negative thoughts related to bullying such as "I deserve this." and "I'm powerless to be heard or change anything." Individuals learn to replace their negative thinking with balanced and realistic thoughts such as "I have rights," "I am a good person and a valuable employee," and "I can seek out support, guidance and help."

Behavioral Activation teaches and encourages individuals to engage in positive and empowering activities to counteract feelings of helplessness. Many people who have been victims of a workplace bully have also benefited from support groups and assertiveness training.

Stress Management Techniques such as deep regulated breathing, breathing combined with meditation, and progressive muscle relaxation are very powerful and effective in helping people offset and conquer the anxiety they experience regarding their workplace environment.

Introducing mindfulness practices to manage anxiety and stress in conjunction with cognitive restructuring helps individuals feel empowered, offsetting their sense of powerlessness.

### **CBT Techniques for Perpetrators of Bullying**

- Cognitive Restructuring:
  - Challenge justifications for bullying (e.g., "They're weak," "I need to control them").
  - Encourage empathy and understanding of others' perspectives.
  - Understand the positive impact on employees when they feel heard and appreciated vs the negative impact on employees when they feel shut down and unappreciated.
- Anger Management:
  - Teach techniques to recognize triggers and manage anger effectively.
  - Develop alternative strategies for expressing frustration.
- Behavioral Interventions:
  - Set goals for positive interactions with colleagues.
  - Monitor and reward progress in reducing harmful behaviors.

### **Training Managers and HR in CBT Approaches**

- Awareness and Recognition:

- Train managers to recognize signs of bullying and its impact on employees.
- Encourage open communication and a zero-tolerance policy for bullying.
- Intervention Strategies:
  - Use CBT techniques to mediate conflicts and address bullying incidents.
  - Implement regular check-ins and support for both victims and perpetrators.
- Preventative Measures:
  - Develop workshops on stress management, emotional intelligence, and conflict resolution.
- Foster a positive, respectful workplace culture through ongoing training and support.

**For up-to-date news about psychological research and CBA, follow our Instagram page [@cognitivebehaviorassociates!](https://www.instagram.com/cognitivebehaviorassociates/)**

Cognitive Behavior Associates (CBA) is one of the largest clinical practices in the Los Angeles area offering short-term, problem-focused therapy from a cognitive-behavioral perspective.

All of our treatments are based on scientific research, and we continually measure and quantify progress for each client so we know when therapy is working. Each of our clinicians differs in areas of expertise and interest, and these factors are taken into account when matching a client with a clinician.

Joel Becker, Ph.D.

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