

# Application and effect evaluation of behavioral cognitive training in group psychological counseling for workplace people

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**Abstract:** The purpose of this study is to explore the application and effect of behavioral cognitive training in group psychological counseling in the workplace. Based on the explanation of behavioral cognition theory, combined with the psychological characteristics and needs of the workplace population, the paper designs and implements a targeted group psychological counseling program, and analyzes the effects of counseling with a variety of evaluation methods. The results show that behavioral cognitive training has a significant effect, which provides a theoretical basis and practical reference for workplace mental health intervention.

**Keywords:** The working population; Group psychological counseling; Behavioral cognitive training; Effect evaluation

## 1 Introduction

In today's highly competitive workplace environment, people in the workplace are faced with various pressures and challenges, such as work pressure, interpersonal tension, career development confusion, etc. These problems not only affect individual mental health, but also have a negative impact on work performance and organizational development. Therefore, how to effectively help the workplace to cope with these problems, improve their mental health level and work efficiency, has become the focus of attention in the field of psychology and management. As an important psychological intervention method, group psychological counseling has been widely used in the promotion of mental health in the workplace. Among them, behavioral cognitive training, as an important part of group psychological counseling, plays an important role in improving the psychological state of workplace people by changing individual cognitive and behavioral patterns.

## 2 Group psychological counseling and behavioral cognitive training

Group psychological counseling is a form of psychological counseling and treatment in which members are guided by professional leaders to observe, learn, experience, understand, explore and adjust the relationship between themselves and others through interpersonal interaction, and learn new attitudes and behaviors to promote personal adaptation and development. It is characterized by strong appeal, wide influence and high efficiency, and can provide members with a sense of belonging, support and growth opportunities.

As one of the important methods of group counseling, behavioral cognitive training integrates behaviorism and cognitive psychology theory, aiming to improve mental health by changing individual's bad behavior pattern and cognitive bias. This method includes many aspects such as cognitive reconstruction, behavioral

skill training and emotional regulation, which can help individuals establish positive and healthy cognitive and behavioral patterns and enhance their ability to cope with pressure and challenges. In group psychological counseling for people in the workplace, behavioral cognitive training has been widely used to relieve work pressure, enhance self-confidence and improve interpersonal relationships, showing significant application value.

## 3 Psychological characteristics and needs of workplace population

People in the workplace are generally under high intensity work pressure, often feel nervous, anxious and tired, these negative emotions not only affect work efficiency, but also reduce the quality of life. At the same time, some professionals have self-perception bias, or overestimate or underestimate their own ability and value, which poses a potential obstacle to career development and interpersonal relationships. As a complex interpersonal network, the workplace requires individuals to communicate and interact frequently with superiors, colleagues and subordinates, and interpersonal tension and conflict often occur. Therefore, there is an urgent need for effective stress management strategies in the workplace to alleviate negative emotions; Improve the level of self-cognition, accurately evaluate the value of their own abilities, and help career development; And improve interpersonal relations, build a harmonious working atmosphere, avoid unnecessary conflicts. Meeting these needs is essential for the mental health and career development of the working population.

## 4 Group psychological counseling program design

Counseling goals: Based on the psychological characteristics and needs of the workplace, the group's psychological counseling goals are set as follows: relieve work pressure, help the workplace

learn how to effectively manage work pressure, relieve tension, anxiety, fatigue and other negative emotions; Improve self-cognition, help the workplace to improve self-cognition level, correctly understand their own ability and value, in order to better plan their own career development; Improve interpersonal relations, help people in the workplace to learn how to improve interpersonal relations, deal with the relationship with superiors, colleagues and subordinates, and avoid interpersonal tension, conflict and other problems.

**Counseling content:** The psychological counseling content of this group covers many aspects, including behavioral cognitive training, to help employees identify their own negative emotions and unreasonable cognitive patterns, and replace them with positive patterns; Stress management training, so that workers learn to effectively manage work pressure, relieve tension, anxiety and fatigue and other negative emotions; Self-cognition training, improve the level of self-cognition of the workplace, correctly understand their own ability and value, in order to better plan career development; Interpersonal training helps people in the workplace learn to improve interpersonal relations, deal with the relationship with superiors, colleagues and subordinates, and avoid tension, conflict and other problems.

**Counseling methods:** The group psychological counseling adopts a variety of methods, including lecturing, explaining behavioral cognition, stress management, self-cognition and interpersonal relations and other knowledge, to help the workplace to understand the relevant theories; Discussion method: Organize workplace group to discuss, share experience and feelings, and promote communication and interaction; Case analysis, analysis of actual cases, guiding the application of theoretical knowledge; Role-playing allows people in the workplace to experience different roles and situations to improve interpersonal communication and problem solving skills. These methods cooperate with each other to meet the psychological needs of the workplace population and improve the effect of counseling.

**Counseling time and frequency:** The group counseling time is arranged once a week, and each counseling time is 90 minutes. The tutoring period is 8 weeks, with a total of 8 sessions.

## 5 Effect evaluation method

### 5.1 Quantitative evaluation methods

**Questionnaire survey method:** Questionnaires were issued before and after counseling to understand the psychological state, work performance and interpersonal relationship of the workplace population. The contents of the questionnaire include pressure, self-cognition, interpersonal relationship and other dimensions.

**Psychological testing method:** Psychological testing is conducted before and after counseling to understand the psychological state, emotional management ability and cognitive ability of the workplace population. The psychological test adopts international psychological test tools, such as SCL-90, 16PF, etc.

### 5.2 Qualitative assessment methods

**Interview method:** After the counseling, part of the workplace were interviewed to understand their feelings and evaluation of the counseling process and effect. The interview contents include the content, method and effect of counseling.

**Observation method:** In the process of counseling, the behavior and performance of the workplace crowd are observed to understand their participation, enthusiasm and change. The observation contents include classroom performance, group discussion performance, role playing performance and so on.

## 6 Effect evaluation results

### 6.1 Quantitative evaluation results

**Mental state improved.** Through the questionnaire survey and psychological test, it was found that before counseling, the average score of the stress scale of the workplace population was 6.5 points (out of 10 points), the average score of the self-cognition scale was 5.2 points (out of 10 points), and the average score of the interpersonal relationship scale was 4.8 points (out of 10 points). On the SCL-90 test, the total score averaged 168, with an average of 2.2 for depression factors and 2.5 for anxiety factors. After counseling, the average score of the stress scale dropped to 3.2, the average score of the self-perception scale increased to 7.8, and the average score of the interpersonal relationship scale increased to 7.2. On the SCL-90 test, the total score dropped to an average of 122, with an average of 1.5 for depression factors and 1.8 for anxiety factors. These data show that after counseling, the sense of stress in the workplace is significantly reduced, the level of self-cognition is significantly improved, the interpersonal relationship is also significantly improved, and the mental health status is significantly improved.

**Improved job performance.** Through the questionnaire survey, it was found that before the counseling, the average working population needed 8 hours to complete a routine task, the accuracy rate of work results was 82%, and the average number of new ideas and improvement measures proposed per month was 2.5. After coaching, the average time to complete the same task was reduced to 5.5 hours, the accuracy rate of work results increased to 92%, and the average number of new ideas and improvement measures proposed per month increased to 4.5. This indicates that the work performance of the employees after counseling has a significant improvement in the aspects of work efficiency, work quality and work innovation.

**Relationships improve.** Through questionnaires and psychological tests, it was found that before counseling, the average number of times of communication with colleagues per week was 12, the interpersonal satisfaction rate was 65%, and the interpersonal conflict rate was 18%. After coaching, the average number of weekly interactions with colleagues increased to 20, interpersonal satisfaction increased to 85%, and interpersonal conflict rate decreased to 8%. This indicates that the interpersonal relationship of the working group after counseling has obvious improvement in interpersonal frequency, interpersonal satisfaction and interpersonal conflict rate.

### 6.2 Qualitative evaluation results

**Evaluation of the coaching process.** Through the interview and observation, it is found that the working people have a higher evaluation of the counseling process. They think that the tutoring content is practical, the tutoring methods are diverse, and the tutoring effect is obvious. For example, in interviews, many people in the workplace said that through discussion and case study, they

have learned a lot of practical knowledge and methods, which are of great help to their psychological and behavioral adjustment.

Evaluation of coaching effect. Through the interview and observation, it is found that the working people have a higher evaluation of the coaching effect. They think that their psychological state, work performance and interpersonal relationship have been significantly improved after counseling. For example, in interviews, many workplace people said that through behavioral cognitive training, they learned how to identify their negative emotions and unreasonable cognitive patterns, and learned how to replace them with positive thinking and behavior patterns, so as to make their mental state more stable, more efficient work, and more harmonious interpersonal relationships.

## 7 Discussion

### 7.1 Effectiveness of behavioral cognitive training

This study shows that behavioral cognitive training is significantly effective in group psychological counseling in the workplace. Through this training, workers can learn to identify negative emotions and irrational cognitive patterns and replace them with positive thinking and behavior patterns. Its effectiveness stems from: first, change the cognitive mode, help the workplace to re-examine their own thinking and behavior mode, face the problem with a positive attitude, and improve the psychological state and work performance; The second is to improve self-cognition, so that the workplace people correctly understand their own ability and value, better plan career development, and avoid obstacles; The third is to improve interpersonal relations, so that people in the workplace can learn to respect the views and feelings of others, avoid conflicts, and improve the efficiency and quality of communication and interaction at work.

### 7.2 Rationality of counseling methods

The methods used in this study include teaching method, discussion method, case analysis method and role playing method. These coaching methods are reasonable and effective. The teaching method can help the staff to understand the relevant theories and knowledge; Discussion method can promote communication and interaction among people in the workplace, allowing them to share their experiences and feelings; The case analysis method can make the professional people understand how to apply the relevant theory and knowledge to the practical work; Role-playing allows people in the workplace to experience different roles and situations, improving their interpersonal skills and problem-solving skills. These counseling methods cooperate with each other, can fully meet the psychological needs of the workplace population, and improve

the counseling effect.

### 7.3 Suitability of tutoring time and frequency

The tutoring time in this study was arranged once a week, each tutoring time was 90 minutes, and the tutoring period was 8 weeks. The time and frequency of counseling is appropriate. On the one hand, the weekly frequency of counseling allows the working population to have enough time to digest and absorb the counseling content, while not affecting their work and life because the counseling is too frequent. On the other hand, the 90-minute coaching time allows the professional population to fully participate and interact in the coaching process, and also ensures the integrity and systematic content of the counseling. The 8-week counseling cycle allows the professional population to gradually change their cognitive and behavioral patterns during the counseling process to achieve the counseling goal.

## 8 Conclusion

This study evaluated the application and effect of behavioral cognitive training in group psychological counseling for workplace people and concluded that behavioral cognitive training is significantly effective in this counseling, which can improve psychological state, work performance and interpersonal relationship. The teaching method, discussion method, case analysis method and role playing method are reasonable and effective, which can meet the psychological needs and improve the effect. The counseling time is once a week, 90 minutes each time, and the cycle is appropriate for 8 weeks. It can allow the working population to digest and absorb the content without affecting the work and life, ensure the complete system of the content, and urge them to change their cognitive and behavioral patterns to achieve the goal. This study provides theoretical and practical reference for workplace mental health intervention. In the future, we can further explore the application effect of behavioral cognitive training in different industries and cultural backgrounds, and optimize the counseling program to improve the effect.

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