



Team Coaching & Workshop Catalog

Empower your team with interactive, expert-led workshops designed to foster well-being, inclusion, and professional growth

Session Lengths:

- 60, 90, or 120 minutes
- Half and Full Day trainings
- Full Day, Multi-Day retreats
- Multi-session series and custom packages available

Facilitator:

Workshops are led by Dr. Jaime G. Raygoza (he/him/él), an executive coach and organizational psychologist specializing in trauma-informed leadership, burnout resilience, and inclusive team development

For larger groups or multi-track events, a vetted team of qualified facilitators is available to support delivery at scale

Delivery:

Available in-person or virtual. Sessions can be delivered as a ready-to-run workshop or customized to your organization's goals and audience

Rates & Booking:

Pricing varies based on group size, delivery format (virtual or in-person), and customization level

Starting rates:

- **Nonprofit virtual:** starting at \$500 (45 min) / \$750 (60 min)
- **Corporate virtual:** starting at \$1,500+ (scope dependent)
 - Series, half-day/full-day trainings, and retreats are quoted based on scope

To request a tailored quote or confirm availability, email

info@rainbowcareercoaching.com with your audience, headcount, preferred dates, and desired session length.

ABOUT THE FACILITATOR



Dr. Jaime G. Raygoza, PsyD (he/him/él) is the Founder of Rainbow Career Coaching, an executive coach, and organizational psychologist who helps teams and ERGs build burnout-resilient, psychologically safe, and inclusive cultures. His approach is trauma-informed, culturally responsive, and grounded in evidence-based leadership and behavior change—delivered in a way that's practical, engaging, and immediately usable.

AREAS OF FOCUS

Burnout resilience and stress regulation | Psychological safety | Inclusive leadership | Boundaries and sustainable performance | Communication and conflict tools | Team culture and belonging

CREDENTIALS & HIGHLIGHTS

- PsyD, Human & Organizational Psychology
- Executive and career coach; organizational development consultant
- Bilingual facilitation (English/Spanish)
- Certified Laughter Yoga Teacher (optional integration for joy + resilience)
- 15+ years of experience working with mission-driven organizations, public sector, non-profits, and community-serving teams
- Based in Costa Mesa, CA (virtual + in-person delivery)

FACILITATION STYLE

Interactive, shame-free, and skills-focused. Participants leave with tools they can use the same week, plus simple take-home resources to support follow-through.

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COMMUNICATION, CONFLICT & TEAM BUILDING

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- Allyship in Action: Supporting BIPOC & LGBTQ+ Clients
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- Cohesion & Confidence: Strengthening Teams Through Trust and Inclusion
- Roots & Resilience: Stories of Identity, Culture, and Community



PERSONAL & PROFESSIONAL WELL-BEING

- Recharge & Restore: Practical Self-Care for Busy Professionals
- Mental Health in the Workplace
- Mindfulness-Based Stress Reduction for Helping Professionals
- The Power of Positive Psychology in the Workplace
- Creative Approaches to Staff Engagement



Lead Like a Champion: Laugh More. Stress Less



DESCRIPTION:

Discover the science and benefits of stress management through Laughter Yoga, mindfulness, and easy-to-use workplace tools. This interactive session includes guided laughter exercises, breathing techniques, and community-building activities.

PRIMARY HIGHLIGHTS:

- Interactive laughter and mindfulness exercises
- Focus on building a positive team culture
- Practical stress management tools
- Community-building activities

KEY TAKEAWAYS:

- Understand the benefits of laughter for well-being
- Practice Laughter Yoga and mindfulness techniques
- Learn strategies to manage stress and promote positivity
- Build a toolkit for daily resilience and connection

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Beyond Burnout: Stress Regulation + Sustainable Wellbeing



DESCRIPTION:

Gain practical, research-backed strategies to recognize, prevent, and recover from burnout. Participants explore the signs and stages of burnout, build resilience, and create a personalized action plan for ongoing well-being.

PRIMARY HIGHLIGHTS:

- Focus on early recognition and prevention of burnout
- Resilience-building tools and reflective activities
- Personalized action planning
- Evidence-based techniques

KEY TAKEAWAYS:

- Recognize early signs and symptoms of burnout
- Assess personal and organizational risk factors
- Explore evidence-based techniques for resilience and recovery
- Create a personalized well-being plan

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Boundaries Without Guilt

(for teams + managers)



DESCRIPTION:

Learn to set and maintain healthy boundaries with clients, colleagues, and yourself to prevent burnout and compassion fatigue. Covers vicarious trauma, boundary-setting frameworks, and communication skills.

PRIMARY HIGHLIGHTS:

- Practical boundary-setting frameworks
- Focus on professional well-being
- Tools for managing compassion fatigue
- Assertive communication strategies

KEY TAKEAWAYS:

- Recognize signs and sources of compassion fatigue
- Explore frameworks for healthy boundary-setting
- Develop assertive communication strategies
- Commit to sustainable self-care practices

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Psychological Safety 101: Trust, Speak-Up Culture, Inclusive Communication



DESCRIPTION:

Dive into the foundations of psychological safety, why it matters, and how to foster it. Participants learn practical tools for encouraging open dialogue, navigating mistakes, and supporting constructive conflict.

PRIMARY HIGHLIGHTS:

- Psychological safety foundations
- Tools for open, blame-free communication
- Support for constructive conflict and innovation
- Strategies for team confidence and support

KEY TAKEAWAYS:

- Define and recognize psychological safety in teams
- Encourage open, blame-free communication
- Support constructive conflict and innovation
- Build confidence in speaking up and supporting others

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Empowered Voices: Assertiveness Skills for Diverse Professionals



DESCRIPTION:

Develop assertiveness and advocacy skills with a focus on the experiences of diverse communities. Through reflection and role-play, participants learn to communicate needs, set boundaries, and negotiate with confidence.

PRIMARY HIGHLIGHTS:

- Assertive communication and negotiation practice
- Culturally aware, inclusive approach
- Role-play and real-world scenarios
- Focus on self-advocacy and confidence-building

KEY TAKEAWAYS:

- Identify and clarify personal networking goals
- Develop and practice authentic introductions
- Leverage in-person and digital networking platforms
- Create a plan to expand and nurture professional connections

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Leadership for Emerging Supervisors



DESCRIPTION:

Designed for new or aspiring supervisors, this workshop explores leadership styles, conflict navigation, and team motivation. Peer discussions and practical tools support a smooth transition into leadership roles.

PRIMARY HIGHLIGHTS:

- Exploration of effective leadership styles
- Conflict navigation and team motivation skills
- Peer discussion and support
- Tools for inclusive leadership

KEY TAKEAWAYS:

- Explore and identify effective leadership styles
- Develop conflict navigation and team motivation skills
- Foster psychological safety and inclusive leadership
- Build confidence as a new or emerging supervisor

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Building Emotional Intelligence at Work



DESCRIPTION:

Explore the key elements of emotional intelligence: self-awareness, self-management, social awareness, and relationship management. Practice empathy, manage stress, and communicate more effectively.

PRIMARY HIGHLIGHTS:

- Emotional intelligence framework
- Empathy and stress management practice
- Focus on self- and social awareness
- Practical communication exercises

KEY TAKEAWAYS:

- Strengthen self-awareness and emotional regulation
- Enhance empathy and social awareness
- Practice effective communication and stress management
- Apply emotional intelligence to workplace challenges

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Workplace Savvy: Navigating Etiquette in the Office and Online



DESCRIPTION:

Learn best practices for communication, dress, and customer service in both in-person and virtual work settings. Discuss adapting to different organizational cultures and navigating tricky situations with grace.

PRIMARY HIGHLIGHTS:

- Modern workplace etiquette essentials
- Adaptation to diverse organizational cultures
- Professionalism in challenging situations
- Guidance for in-person and virtual settings

KEY TAKEAWAYS:

- Understand modern workplace etiquette
- Adapt to diverse organizational cultures
- Manage challenging situations with professionalism
- Represent yourself and your organization with confidence

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Trauma-Informed Care: Foundations & Everyday Practice



DESCRIPTION:

Learn the core principles of trauma-informed care and how trauma impacts both youth and staff. Participants apply self-regulation and mindful communication techniques to daily routines.

PRIMARY HIGHLIGHTS:

- Trauma-informed care principles
- Self-regulation and mindful communication
- Application to daily workplace routines
- Focus on safer, more supportive environments

KEY TAKEAWAYS:

- Recognize signs of trauma in clients and colleagues
- Apply trauma-informed strategies to daily interactions
- Integrate mindful communication and support
- Create safer, more supportive work environments

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The Confrontation Pill: Facing Difficult Conversations with Confidence



DESCRIPTION:

Transform the challenge of confrontation into an opportunity for growth and connection. Through guided reflection and practical exercises, participants approach difficult conversations with assertiveness and respect.

PRIMARY HIGHLIGHTS:

- Strategies for respectful, productive dialogue
- Assertiveness and authentic expression
- Guided reflection and practical exercises
- Focus on confidence in tough conversations

KEY TAKEAWAYS:

- Understand the roots of confrontation anxiety
- Practice assertiveness and authentic expression
- Develop strategies for respectful, productive dialogue
- Build confidence in navigating tough conversations

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Navigating Career Transitions & Building Resilience



DESCRIPTION:

Support staff and professionals facing career changes, layoffs, or new roles by focusing on mindset, adaptability, and confidence. Participants map transferable skills and build resilience through uncertainty.

PRIMARY HIGHLIGHTS:

- Mindset and adaptability focus
- Mapping transferable skills
- Strategies for resilience through change
- Action planning for professional growth

KEY TAKEAWAYS:

- Identify and map transferable skills
- Manage uncertainty and embrace new opportunities
- Develop a resilient mindset for career transitions
- Create an action plan for professional growth

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Overcoming Shame as a Minority in the Workplace



DESCRIPTION:

This powerful workshop explores the roots and impact of shame for BIPOC, LGBTQ+, and other underrepresented professionals. Through interactive discussion, self-reflection, and group exercises, participants build empowerment, authenticity, and self-advocacy.

PRIMARY HIGHLIGHTS:

- Focus on empowerment and authenticity
- Exploration of identity and workplace culture
- Interactive discussion and group exercises
- Tools for self-advocacy and growth

KEY TAKEAWAYS:

- Identify sources and effects of shame in professional environments
- Explore the intersection of identity, authenticity, and workplace culture
- Practice strategies for overcoming internalized shame
- Develop tools for self-advocacy and thriving authentically at work

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Communicate with Confidence: Tools for Inclusive, Effective Conversations



DESCRIPTION:

Master the foundations of strong workplace communication, including active listening, non-verbal cues, and conflict resolution. Attendees practice skills to strengthen collaboration and minimize misunderstandings.

PRIMARY HIGHLIGHTS:

- Focus on inclusive and effective communication
- Hands-on practice with active listening and feedback
- Strategies for navigating difficult conversations
- Emphasis on trust-building

KEY TAKEAWAYS:

- Enhance active listening and feedback skills
- Navigate difficult conversations with confidence
- Build trust and minimize workplace conflict
- Foster inclusive communication for all team members

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Bridging Differences: Professional Strategies for Workplace Conflict



DESCRIPTION:

Gain real-world skills for handling tough situations with empathy and professionalism. Through role-play and discussion, participants learn to defuse tension, understand the root causes of conflict, and find collaborative solutions.

PRIMARY HIGHLIGHTS:

- Real-world conflict resolution strategies
- Empathy-driven approach
- Role-play and collaborative problem-solving
- Focus on professionalism under pressure

KEY TAKEAWAYS:

- Identify sources and signs of workplace conflict
- Practice de-escalation and collaborative problem-solving
- Maintain composure and professionalism under pressure
- Build confidence in addressing challenging situations

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The Power of Words: Transforming Gossip into Growth



DESCRIPTION:

Explore the difference between helpful and harmful gossip and its impact on workplace culture. Learn to redirect conversations for connection, trust, and positivity.

PRIMARY HIGHLIGHTS:

- Insight into workplace culture and communication
- Strategies for redirecting negative conversations
- Focus on trust and positive team dynamics
- Interactive discussion format

KEY TAKEAWAYS:

- Recognize the impact of gossip on morale and productivity
- Distinguish between helpful and harmful workplace talk
- Practice strategies to redirect negative conversations
- Foster a culture of trust and healthy communication

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Network with Intention: Building Meaningful Professional Relationships



DESCRIPTION:

Build authentic, lasting professional relationships through intentional networking strategies. Participants set networking goals, craft compelling introductions, and learn effective follow-up techniques.

PRIMARY HIGHLIGHTS:

- Practical networking goal-setting
- Crafting authentic introductions
- Leveraging in-person and digital platforms
- Action planning for relationship-building

KEY TAKEAWAYS:

- Identify and clarify personal networking goals
- Develop and practice authentic introductions
- Leverage in-person and digital networking platforms
- Create a plan to expand and nurture professional connections

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Creating Safe Spaces: Enhancing LGBTQ+ Inclusivity



DESCRIPTION:

This interactive session provides practical tools for fostering truly inclusive environments for LGBTQ+ employees and clients. Participants practice affirming language, learn best practices, and address real-world challenges through scenario-based exercises.

PRIMARY HIGHLIGHTS:

- Hands-on, scenario-based learning
- Practical tools for LGBTQ+ inclusion
- Emphasis on affirming language and best practices
- Focus on building confidence in advocacy

KEY TAKEAWAYS:

- Understand the foundations of LGBTQ+ inclusivity
- Use affirming language and inclusive practices
- Build confidence in advocating for inclusive policies
- Apply tools to create safe, supportive spaces

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Allyship in Action: Supporting BIPOC & LGBTQ+ Clients



DESCRIPTION:

Move beyond awareness with actionable tools for everyday allyship. Attendees learn to recognize and address microaggressions, advocate effectively, and implement inclusive practices to support BIPOC and LGBTQ+ clients and colleagues.

PRIMARY HIGHLIGHTS:

- Focus on real-world allyship behaviors
- Tools for recognizing and addressing microaggressions
- Practical advocacy strategies
- Inclusive practices for daily interactions

KEY TAKEAWAYS:

- Recognize and address common microaggressions
- Practice effective allyship behaviors
- Advocate for equity and inclusion in daily interactions
- Foster a more affirming and equitable workplace

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DEI in Action: Mindfulness, Meaning, and Intentional Inclusion



DESCRIPTION:

This interactive session moves beyond awareness, focusing on practical, everyday actions that foster true inclusion and belonging. Participants explore mindfulness and self-awareness, discuss actionable strategies, and create plans for meaningful, lasting change.

PRIMARY HIGHLIGHTS:

- Mindfulness and self-awareness for deeper understanding
- Actionable, everyday inclusion strategies
- Group dialogue and reflective exercises
- Focus on sustainable, meaningful change

KEY TAKEAWAYS:

- Deepen understanding of diversity through mindfulness
- Practice actionable strategies for everyday inclusion
- Build skills for intentional allyship and psychological safety
- Develop personal and organizational inclusion plans

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Cohesion & Confidence: Strengthening Teams Through Trust and Inclusion



DESCRIPTION:

Center your team on trust, inclusion, and positive culture. Through interactive activities and group reflection, participants address generational and cultural differences, enhance mutual trust, and celebrate diversity.

PRIMARY HIGHLIGHTS:

- Activities to build trust and cohesion
- Focus on bridging cultural and generational gaps
- Celebration of team diversity
- Strategies for ongoing inclusion and collaboration

KEY TAKEAWAYS:

- Build trust and cohesion within teams
- Address and bridge cultural and generational differences
- Celebrate team diversity and foster belonging
- Implement strategies for ongoing inclusion and collaboration

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Roots & Resilience: Stories of Identity, Culture, and Community



DESCRIPTION:

This engaging workshop invites participants to explore the richness of their own identities and cultural backgrounds while celebrating collective strength through diverse experiences. Through storytelling, reflection, and interactive activities, teams deepen understanding and build resilience.

PRIMARY HIGHLIGHTS:

- Guided storytelling and group reflection
- Emphasis on identity, culture, and community
- Activities to foster belonging and pride
- Inclusive, welcoming environment for all voices

KEY TAKEAWAYS:

- Reflect on personal and cultural roots and resilience
- Share and listen to stories highlighting diverse backgrounds
- Explore common threads and unique strengths within teams
- Practice inclusive storytelling and active listening
- Develop strategies to foster connection, pride, and resilience in the workplace

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Recharge & Restore: Practical Self-Care for Busy Professionals



DESCRIPTION:

Empower your team to build resilience and balance in their personal and professional lives. This workshop features guided mindfulness, reflective journaling, and practical energy management techniques to help identify stressors and develop personalized self-care routines.

PRIMARY HIGHLIGHTS:

- Evidence-based mindfulness and journaling practices
- Customizable for all team sizes and industries
- Actionable, realistic self-care routines
- Interactive, hands-on format

KEY TAKEAWAYS:

- Identify personal stressors and barriers to self-care
- Practice mindfulness and journaling techniques
- Develop a sustainable, individualized self-care plan
- Commit to realistic, actionable self-care goals

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Mental Health in the Workplace



DESCRIPTION:

Equip your team with practical tools and knowledge to support mental health in fast-paced, post-pandemic work environments. Includes real-world scenarios, discussion, and resource sharing.

PRIMARY HIGHLIGHTS:

- Practical strategies for supporting mental health
- Scenario-based discussions
- Focus on psychological safety and stigma reduction
- Resource sharing for teams

KEY TAKEAWAYS:

- Identify signs of mental health challenges
- Initiate supportive, stigma-reducing conversations
- Foster psychological safety and a culture of care
- Access and share mental health resources

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Mindfulness-Based Stress Reduction for Helping Professionals



DESCRIPTION:

Tailored for high-stress service environments, this workshop introduces mindfulness tools that can be seamlessly integrated into daily routines. Includes grounding, meditation, and mindful communication practices.

PRIMARY HIGHLIGHTS:

- Practical, real-time mindfulness techniques
- Focus on emotional regulation and presence
- Grounding and meditation exercises
- Skills for mindful communication

KEY TAKEAWAYS:

- Recognize early signs of stress and burnout
- Apply mindfulness and grounding techniques
- Develop mindful communication and emotional regulation skills
- Build sustainable routines for ongoing self-care

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The Power of Positive Psychology in the Workplace



DESCRIPTION:

Explore evidence-based, positive psychology strategies to enhance individual and team well-being, motivation, and culture. Participants engage in strengths-based coaching, gratitude practices, and optimism-boosting activities.

PRIMARY HIGHLIGHTS:

- Strengths-based coaching and gratitude practices
- Focus on optimism and growth
- Engaging, interactive activities
- Strategies for sustained engagement

KEY TAKEAWAYS:

- Understand principles of positive psychology
- Identify and leverage personal and team strengths
- Practice gratitude and optimism-boosting activities
- Implement strategies for ongoing appreciation

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Creative Approaches to Staff Engagement



DESCRIPTION:

This hands-on workshop introduces innovative strategies for engaging and motivating staff through creativity, movement, play, and storytelling. Activities are designed to foster connection, boost morale, and inspire collaboration.

PRIMARY HIGHLIGHTS:

- Creative, adaptable engagement strategies
- Focus on connection and morale
- Activities for diverse workplace settings
- Action planning for energizing teams

KEY TAKEAWAYS:

- Explore creative methods for staff engagement
- Participate in activities to build connection and morale
- Adapt strategies for diverse teams
- Develop an action plan for team engagement

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