

Workplace Well-being: Work with an EAP

CONTRACT WITH AN EMPLOYEE ASSISTANCE PROGRAM (EAP) TO PROVIDE FREE COUNSELING TO EMPLOYEES AND/OR ADDRESS EMOTIONAL/MENTAL WELL-BEING NEEDS

EAPs provide employees with support surrounding both their personal and professional lives. EAP counselors help employees utilize strategies that allow them to better manage stress, which can be due to family issues, workplace conflict and overload, financial worries, and health concerns for self or family. Well-being can be significantly increased when employees have the tools to help them cope with life's inevitable stressful times. According to the U.S. Bureau of Labor Statistics, March 2016, 54 percent of civilian workers in the U.S. had access to employee assistance programs.

Ideas

- For a good overview, read and discuss about [choosing EAP providers](https://easna.org/research-and-best-practices/what-is-eap/choosing-eap-providers/) (<https://easna.org/research-and-best-practices/what-is-eap/choosing-eap-providers/>).
- To better utilize your current EAP, see [Why Don't Employees Use EAP Services?](#)
- Most EAPs offer presentations and trainings on many useful topics including conflict resolution at the workplace, mental health, and organizational development. (Some EAPs are strictly focused on counseling support for employees. Most offer support for immediate family members as well.)
- Promote your EAP services often, and not only when employees begin working at an organization. In these promotions, stress that services are free, confidential, and address many employee concerns. Use multiple channels to promote, including email, company newsletters, webinars, posters, and at meetings.
- Invite a representative from your EAP to speak to staff members in person (or virtually) at lunch and learns or staff/department meetings. This is a perfect opportunity for employees to learn about the myriad of situations that their EAP can help with.
- Break down stigma surrounding using an EAP by having a willing leader or employee share their personal experiences using the EAP.
- Read and discuss the information from the Centers for Disease Control and Prevention on [Engaging Remote Employees in Their Health and Workplace Wellness Programs](https://www.cdc.gov/workplacehealthpromotion/initiatives/resource-center/case-studies/engaging-remote-employees.html) (<https://www.cdc.gov/workplacehealthpromotion/initiatives/resource-center/case-studies/engaging-remote-employees.html>).
- Read and discuss Module 6 of the [free tool kit for health promotion professionals](https://www.welcoa.org/resources/health-promotion-professional-toolkit) (<https://www.welcoa.org/resources/health-promotion-professional-toolkit>) on supporting your employees remotely provided by the Wellness Councils of America (WELCOA).
- Convene your wellness team to plan appropriate well-being strategies that will include remote workers.
- Set goals and create plans to evaluate well-being strategies.

Resources

- [Promote Employee Wellness by Promoting Your EAP \(https://www.feinet.com/promote-employee-wellness-by-promoting-your-eap/\)](https://www.feinet.com/promote-employee-wellness-by-promoting-your-eap/), FEI Workforce Resilience
- [EAP Program Guide: Everything You Need To Know \(https://allonehealth.com/eap-program-guide/\)](https://allonehealth.com/eap-program-guide/), AllOne Health

Video Resource

- [Employee Assistance Programs \(https://www.youtube.com/watch?v=B6uzUIXznII&feature=youtu.be\)](https://www.youtube.com/watch?v=B6uzUIXznII&feature=youtu.be), Gregg Learning

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Updated: October 2020*

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