



Help Employees Bounce Back Stronger with the EAP

Life can seem anything but normal now. Remote workers are feeling isolated. Stress, anxiety, depression and substance abuse issues are at an all time high. The coronavirus pandemic, shelter in place orders and economic downturn have had an impact on everyone's mental health in some way. It has been especially challenging for people who are already managing a mental health issue or have difficulty coping with feelings of emotional distress.

Mental and behavioral health issues are common and treatable. Millions of people experience mental illness each year and 1 in 5 people deal with mental health issues every single day. It often takes some kind of crisis for an employee to seek help. They fear they will be treated differently if their employer knows they have a mental health need.

As a supervisor you may have questions about how to best support the unique needs of impacted employees over the coming weeks and months as we transition to the new normal. You are not alone. We know that mental health is essential to everyone's overall health and wellbeing and left untreated can wreak havoc on individual lives and organizations. The EAP can answer questions and offer the support and guidance you need to help your employees bounce back stronger.

Source: www.nami.org

Tips to help support employees who are struggling with their mental health or other life challenges.

Let employees know they're not alone.

Send email reminders, and post all available resources (EAP, wellness, etc.) to a centralized intranet site, link to mental help resources in company newsletter or blog.

Schedule routine check-ins with employees.

Take time to ask about personal life, families, and what they are doing during their "off times."

Host a wellness webinar or Q&A session.

Educate employees on mental health and other issues impacting the workforce.

Use an EAP.

Employee Assistance Programs are a great way to give access to tools and resources, and confidential short-term counseling by phone or video. Through an EAP, a staff clinicians are available to talk with you, thoughtfully assess your issues, and then connect you with the most appropriate services, based on your needs.



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