



### Learn More

Don't hesitate to call us at 770.834.8327 or visit us at [www.engageEAP.org](http://www.engageEAP.org) to learn more about how Engage can serve your organization and your employees.



# engage

AN EMPLOYEE ASSISTANCE PROGRAM

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AN EMPLOYEE ASSISTANCE PROGRAM

HELPING YOUR ORGANIZATION SUCCEED



## The Value of Employee Assistance

Your organization relies on the productivity of your people. Engaged, productive employees work faster, better handle professional demands and workplace changes, and are more creative in their interactions with customers and clients.

However, research from the National Mental Health Association shows that employees who come to work but cannot be as productive as possible can cost an organization up to 12 percent of its workforce's productivity every day.

Along with being among the most common behavioral health issues in the nation, depression and anxiety are also among the top reasons that employee productivity suffers. These issues are so prevalent that they affect workers at every level and in every industry, from front-line staff to senior executives.

While some of this lost productivity can come from workplace challenges, such as strained relationships with colleagues or institutional changes in how the organization conducts business, the issues often fall beyond the purview of the organization. Members of your team are being less productive than they could because of financial problems, family issues, personal health struggles and more.

*engage* offers a multifaceted solution for lost productivity, helping organizations cultivate a team that's operating at the top of its game.

## An Investment in Your People and Your Organization

Employee assistance programs are an additional benefit that an organization can offer its employees, similar to a health plan, tuition reimbursement or paid time off.

While research shows employees are grateful for the security these programs offer, *engage* is more. It's an answer to productivity challenges that helps you continue to operate at peak performance with the team you have in place.

### *engage* conserves your organization's resources by:

- Keeping employees productive – Through one-on-one counseling, family counseling, workplace interventions and more, *engage* helps you get the most out of your team.
- Saving training and hiring costs – Emotional health problems can require employees to withdraw from work to the extent that they either resign or must be removed from their position. With *engage*, you can ensure that the team you've already hired and trained can continue to keep your organization going.
- Preserving staff levels – Losing productivity means less work is being accomplished. With *engage*, you can help your team overcome barriers to productivity, so you can get more done with the team you have.
- Helping you recruit and retain top staff – Your industry's top professionals want to know that the organizations that employ them are interested in their wellbeing. With *engage*, you demonstrate that you're committed to bringing the best people on board and keeping them working in your organization's interest.

With *engage*, you can help your employees resolve personal issues and remain focused, productive and competitive.



*engage*

in recalibrating for positive communication

## Some Cases in Point

What does access to an employee assistance program mean for participating organizations?

A study from the U.S. Department of Health and Human Services' Federal Occupational Health service examined the impact that employee assistance program services had on more than 60,000 workers. The study found that:

- People who had difficulty completing daily work due to emotional health problems demonstrated a 73 percent improvement in productivity
- Tardiness and unplanned absences declined by a day and a half per case
- Participants' clinical functioning improved by an average of 10 percent

A workplace outcome survey conducted among established *engage* clients showed similar results:

- The number of respondents who said that a problem had caused them to miss work declined by 9 percent
- Respondents who said their problem kept them from enjoying their work declined by 32 percent
- Respondents who said they felt anxious at work declined by 32 percent

Some of the nation's largest, most productive companies — including Abbot Laboratories, Chevron, the Hartford Group, McDonnell Douglas and Southern California Edison — have conducted intensive cost-benefit studies on the value of employee assistance programs and all have found significant improvements in employee attendance, reduction in behavioral health and substance abuse issues and other benefits.

As you see, access to an employee assistance program such as *engage* can directly improve an organization's attendance, employee satisfaction and productivity.



*engage*

in re-establishing mental wellness

*engage*

in the resolution of marital issues

## Facing Life's Problems Head-on

Through one-on-one counseling sessions provided at no charge to your employees, the licensed and experienced therapists at *engage* can help your employees work through their problems, such as:

- Alcohol and substance abuse
- Marital and relationship issues
- Organizational changes
- Relationships with coworkers and management
- Emotional health concerns
- Family difficulties
- And more

On-site educational sessions are also available to unify your team and help them work together better.



*engage*

in relieving the pressure

## *engage* with Ease

Our *engage* counselors are available weekdays to provide immediate assistance by phone or to schedule an appointment for a more in-depth consultation.

Managers can refer employees or employees can self-refer to the program. Employees receive up to six free sessions for assessment and short-term problem resolution for themselves or their dependents. For more serious long-term issues or problems requiring specialized knowledge — such as legal, financial or medical issues — *engage* counselors refer your employee to reputable resources in their geographic area.