



# Employee Assistance Program



## Employee Well Being Matters to Your Organization

We know stressors at home and at work can lead to distracted, disengaged and less productive employees. Our goal is to help your organization and employees recognize and resolve problems before they become unmanageable. Improving employee well being can reduce absenteeism, increase retention, save money, control costs and increase employee productivity.

### Employee Assistance Program (EAP) Coaching

Our top-tier EAP is a comprehensive behavioral health solution to support your employees by helping them manage the stressors impacting their lives—inside and outside of the workplace.

We also offer tools and resources to support leaders, managers and supervisors to help strengthen leadership skills, enhance the work environment and grow your business. Key components of the solution include:

### Counseling & In-the-Moment Behavioral Health Support

Our counseling is outside and separate from employer-sponsored health plans, which ensures confidentiality and allows employees to get the help they need without having to worry about expensive premiums or paying out of pocket.

- We offer face-to-face or virtual counseling sessions for employees and their families
- We also offer in-the-moment behavioral health support with a master's or doctorate level counselor, available 24/7

Coaching is a partnership focused on creatively helping clients move forward relative to their goals. Successful coaching clients are in a healthy mental and physical state and are prepared to engage in behavior change to achieve their goals and strengthen their personal and professional well being. VITAL WorkLife offers employees and their family members coaching in the following areas:

- Nurse Peer Coaching: Our Nurse Peer Coaches are nurses themselves and have extensive clinical experience allowing them to understand, support and advise nurses in almost any situation.
- Educator Peer Coaching: Our Educator Peer Coaches are licensed teachers and certified coaches with the ability to engage all of the dynamic situations that exist in education.
- Coaching: Employees and their family members can talk with a certified coach in the areas of career decisions, skill building and goal setting.

### Formal Referrals

Formal referrals include chemical assessments, performance based referrals and our unique return to work coaching, all designed to support employees in addressing behaviors impacting them in the workplace.

# 28%

Of individuals who engage with our resources would have likely done nothing if VITAL WorkLife was not available; therefore, impacting their ability to be productive and successful in the workplace.

## VITAL WorkLife App

Designed to help employees and their families improve their well being and access their EAP resources whenever they need them. The app includes:

- Assessments for each of the six dimensions of well being (professional, physical, financial/legal, spiritual, emotional, relational)
- Easy access to valuable program resources and employee benefit information
- Insights and videos by experts



## Program Engagement Support

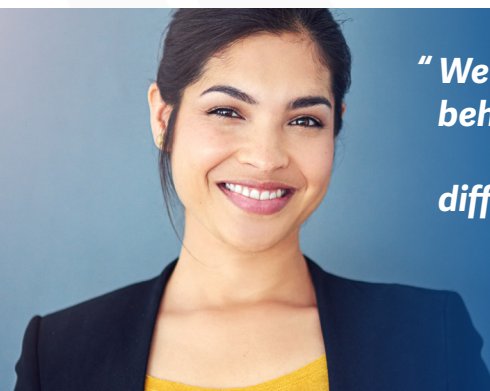
Based on our experience supporting employees and organizations, we have developed a Proven Process to support our clients. We present non-identifiable engagement data to measure program effectiveness and to ensure goals and success metrics are met. Clients have access to a Digital Engagement Hub with resources to help successfully promote EAP.

### Additional Resources Included:

- Financial consultations and resources
- Legal consultations and resources
- Group coaching and facilitation
- Targeted support for managers and supervisors, including unlimited virtual consultations and coaching
- Online resources, including well being articles, seminars and more

### Why VITAL WorkLife?

- Access to a behavioral health consultant over the phone 24/7
- We take a holistic approach to well being to address an individual's emotional, relational, physical, professional, financial/legal and spiritual well being
- National network of over 62,000 consultants who have master's or doctorate level degrees



***" We had an employee who was on an unsustainable path with their behavior. The employee utilized the Employee Assistance Program and has done a complete 180. The employee is a completely different person and is on a path to many more years of successful employment with us. Thanks, VITAL WorkLife!"***

**Human Resources Professional,  
School District**

### **We help organizations, teams & individuals to be their best.**

VITAL WorkLife, Inc. is a national behavioral health consulting practice supporting all dimensions of well being in the workplace. For over 35 years, our proven solutions have helped to reduce workplace conflict, facilitate culture change, strengthen interpersonal communication and build well being.

***Interested in learning more about our Employee Assistance Program?***

Visit us online at **VITALWorkLife.com** or contact us at **800.383.1908**