



## Thoughts from your EAP

Katie Best, LCSW | Director of Client Services EAP

As a leader in your organization, you know employees experience life stressors and mental health symptoms that occasionally challenge their ability to cope and can interfere with their ability to do their best work. Globally, an estimated 12 billion working days are lost to depression and anxiety for a cost of \$1 trillion US dollars per year in lost productivity. Employees often need support and First Choice Health Employee Assistance Program (EAP) is here to help. Read more to learn a few ways you can support your employees and connect them with the EAP.

## When to Refer Employees to First Choice Health EAP

*By Katie Best, LCSW | Director of Client Services EAP*

Creating a culture of support, and consistently reminding employees to take advantage of the First Choice Health EAP services offered at the workplace, normalizes asking for help and EAP use. This approach can help reduce the stigma of mental health struggles, and makes it more likely employees will reach out for support when they need it.

### **To encourage the use of EAP services, you can:**

- Offer this resource to employees and their eligible family members who may be in need
- Make it easy for employees to know who to talk to or where to go to access mental health resources
- Emphasize that access to the EAP is confidential and free of charge

### **Making a formal/management referral**

An estimated 46 million Americans aged 18 or older experienced substance use disorder in 2022. Nearly two-thirds of those people, 30.1 million, were employed.

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Sometimes, an employee's life stressors, mental health, or substance use significantly impact their ability to participate safely at work. If employees are unable to cope, risk of job loss may be imminent.

The First Choice Health EAP can help navigate and difficult situations. Often used as a last chance agreement, as an alternative to termination, a formal referral/management referral may help an employee retain their job as part of a progressive disciplinary action.

It can also be a tool to motivate employees to seek help when they need it most.

[Learn more about formal/management referrals.](#)

### **First Choice Health EAP supports you so you can support your team**

Managing others can be inspiring and fulfilling, but sometimes complex and challenging situations will arise. Your clinical account executive is your front-line support when dealing with tough HR situations. Call us to consult and ask questions about referring an employee to the EAP. When in doubt, encourage your employee to call the EAP directly. Our team can discuss their needs and review the EAP services available to them.

*If you or someone you know needs the Suicide and Crisis Lifeline, call or text 988 or use the chat function online at [988lifeline.org](https://www.988lifeline.org).*