



Use Your EAP Program to Improve Employee Well-Being

Making your Employee Assistance Program (EAP) more vital to your employees won't happen automatically. You have to promote the advantages, ease of use, and how your company is helping employees manage their lives better. Sounds easy, but how do you do it? Consider the following steps:

1 Designate people to champion EAP within your organization

Hearing firsthand how helpful your EAP program is from other employees can motivate others to give it a try. Executives, colleagues, shift managers, HR professionals — anyone with a positive EAP experience can provide a compelling testimonial as to the value of your EAP program.

2 Promote awareness of the program throughout the year

Continually sound the bell on your EAP program is critical to driving engagement. The need for EAP services isn't seasonal, it's year-round, so the promotion of it should be as well.

EAPs Can Help Improve Performance and Absences¹

73% Report improved work performance

64% Report reduced work absence

3 Promote all the services in your EAP program

No matter how minor a feature may appear, it could be important to someone. Be sure to turn up the volume on free professional development training, stress management, health and wellness webinars, counseling, legal and financial advice, child/elder care, and more.

4 Highlight the Work/Life resources available in your EAP program

Emphasizing the EAP program features that support a healthy work/life balance is an excellent way to get employees interested in the program. And if they take advantage of those services, you may see a drop in employee presentism.

5 Consider your EAP program an extension of your HR department

Most EAP providers are not simply offering administrative services. They're also experienced human resource consultants who can help you discover new ways to enhance productivity and save money. EAP Care Managers can also provide an extra level of ethical, legal, and clinical guidance than less experienced HR employees.



Get Help for What Matters Most
WorkLifeMatters² Employee Assistance Program (EAP) offers a variety of services to promote well-being and help enhance the quality of life for employees and their families.

1. Attridge, Cahill, Granberry & Herlihy, 2013.
2. WorkLifeMatters Program services are provided by Integrated Behavioral Health, Inc., and its contractors. Guardian does not provide any part of WorkLifeMatters program services. Guardian is not responsible or liable for care or advice given by any provider or resource under the program. This information is for illustrative purposes only. It is not a contract. Only the Administration Agreement can provide the actual terms, services, limitations and exclusions. Guardian and IBH reserve the right to discontinue the WorkLifeMatters program at any time without notice. Legal services provided through WorkLifeMatters will not be provided in connection with or preparation for any action against Guardian, IBH, or your employer. WorkLifeMatters program is not an insurance benefit and may not be available in all states.

For more information on how to get your employees more involved with your EAP program, speak with your Guardian Group Benefits Broker.

