



## Employee Assistance Program (EAP)

From the local, clinical brand you trust.

### Supporting your most valuable asset

One of the few certainties in life is change. Regardless of its origin, change often presents challenges for your most valuable asset — your workforce.

M Health Fairview has earned a reputation as one of the most trusted and respected healthcare provider organizations in the Upper Midwest due to an unwavering commitment to clinical excellence.

M Health Fairview's Employee Assistance Program (EAP) is a short-term counseling, information and referral service for employees and their families. It is designed to assist individuals during challenging times when outside support can make a huge difference.

### A better employee experience produces the best outcomes

M Health Fairview's Employee Assistance Program counselors provide private, confidential and safe assistance for all types of work/life, family, and personal concerns. Our counselors provide services in person, virtually and by phone, based on employee preferences. Our counselors are licensed behavioral health professionals, with graduate-level training in a variety of mental health disciplines and expertise in issues specific to the workplace.



#### PROVIDING INDIVIDUALS WITH:

- Individualized assessment, problem-solving and referrals
- Short-term counseling (*up to six in-person counseling sessions per episode/per year*)
- Same-day service for immediate needs or resource requests (*when deemed rapid response or appropriate*)
- Crisis counseling available by phone after business hours and on weekends
- Financial and legal assistance
- Balancing work and family
- Helping to resolve relationship issues, including marital concerns
- Addressing anxiety, depression and substance abuse or other addictions



Ultimately, our goal is to help you improve the emotional health of your employee population so you can improve your bottom line — a benefit of tremendous value.



## Supporting employers

M Health Fairview's Employee Assistance Program counselors also provide employers with consultation and training in the workplace regarding the identification, impact and resolution of behavioral and mental health issues and their resulting productivity impacts.

### EMPLOYER SERVICES INCLUDE:

- Employer orientation
- Employee Assistance Program team workshops and education for employees:
- Change and Conflict Management
- Healthy Work Environments
- Managing Stress
- Improving Your Mental Health
- Supervisory Skills and Accountability
- Monthly and On-demand Trainings
- Critical Incident Stress Debriefings and support for teams impacted by critical incidents and/or adverse medical events
- Proactive support for the prevention of workplace violence
- Supervisory training to help identify when to refer employees to EAP and/or how EAP may assist with employee performance issues
- Supervisory training on how to effectively manage problematic employees
- Conflict management and conflict resolution training for supervisors

### **M HEALTH FAIRVIEW EMPLOYEE ASSISTANCE PROGRAM**

#### **FOR MORE INFORMATION:**

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