



# KCA TOOL BOX TALK: Employee Assistance Programs

An EAP gives employees efficient, confidential access to tailored resources, which makes them a great way to help you stay at work, remain productive, and help create a healthy work/life balance.

For employees, EAPs deliver powerful benefits:

- Access to multiple types and layers of resources, which ordinarily could be time consuming and prohibitively expensive for employees to identify, research and acquire independently
- Strong encouragement to seek help with challenges – and, in turn, a reduction in the stigma associated with certain problems
- Anonymity, especially when dealing with workplace-related issues or extremely sensitive issues they wouldn't want to share with co-workers or managers
- Quicker solution for problems or sources of distress
- Reduced risk of problems spilling over into their work performance and jeopardizing their employment
- Improvement of overall well-being
- Promotion of work-life balance

EAPs also support employees dealing with varying degrees of challenges such as health issues (physical and/or mental) and illnesses, including chronic conditions.

- Relationship and marriage issues
- Parenting and family issues
- Grief resulting from the loss of a loved one
- Stress management
- Emotional distress or trauma
- Financial issues
- Legal issues
- Wellness and nutrition
- Workplace changes
- Substance abuse

## Signatures

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***Teamwork Improves Safety!***