



CHATEAU
RECOVERY

GUIDE TO
EMPLOYEE ASSISTANCE
PROGRAMS

LEARN ABOUT HOW TO NAVIGATE TREATMENT
USING YOUR COMPANY'S **EAP**

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UNDERSTANDING AND ACCEPTING HELP

YOU'RE NOT ALONE

Many people find discussing mental health scary, particularly when it's their own.

Perhaps you wouldn't think twice about taking some Tylenol for a headache or going to the doctors for a cough — BUT seeking help from a psychologist, or discussing mental health concerns is something you'd rather avoid.

Once you've identified that you'd like to seek some help, the next hurdle may be your fear of people finding out.

¹ Office of Personal Management - <https://www.opm.gov>

COMMITTING TO CHANGE

There's nothing wrong with needing support, but it's understandable that you may have some concerns associated with the confidentiality of using your EAP service.

An EAP is just what it sounds like — assistance to employees. EAPs provide voluntary, confidential, and professional assistance to help you and your family resolve problems affecting your personal lives and/or performance on the job.¹

CHATEAU CAN HELP

Our commitment to your wellness goes well beyond residential treatment. Continued support is key to ongoing mental and physical health.

If you or a loved one needs assistance navigating an EAP, Chateau Recovery can help simplify the process and get the help you need.

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WHAT IS AN EMPLOYEE ASSISTANCE PROGRAM (EAP)

TRADITIONAL EAPs

An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and **confidential** assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.

EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations.

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TYPES OF SERVICES

- **Workplace personality conflicts:** Advice and suggestions on how to work with a difficult manager or co-workers.
- **Alcohol & drug addiction:** Advice on how to deal with your addiction, or how to deal with a family member's addiction.
- **Mental health issues:** Depression, anxiety, anger management, or other needs you or your family members may be dealing with.
- **Legal and family advice:** Marriage counseling, divorce, or child custody issues.
- **Financial counseling:** How to avoid bankruptcy, or how to pay down credit card debt, or create a budget.
- **Grief assistance:** Support if you have lost a loved one and/or experienced the loss of a co-worker or a significant event.

WHY SHOULD YOU TAKE ADVANTAGE OF YOUR EAP

According to the American Institute of Stress, 48% of “people say stress has a negative impact on their personal and professional life.”²

NORMALIZING HELP

New forms of EAPs don't just help you cope with workplace stress — they're evolving into holistic programs.

EAPs can range from mental health, PTSD, burnout, substance abuse help all the way to fitness centers, daycare providers, and financial advisors.

EAPs ARE COMMON

According to the [International Employee Assistance Professional Association](#), an estimated 97% of companies with than 5,000+ employees have an EAP; 80% of companies with 1,001–5,000 employees have one; and 75% of companies with 251–1,000 employees have an Employee Assistance Program (EAP).³

BENEFITS OF AN EAP

Having adequate support can help you manage stress, solve problems, and improve job satisfaction.

EAPs are designed to be impartial, cost effective problem-solving service to help you and your family deal with personal problems affecting your health, effectiveness and overall quality of life. Some of the main benefits are:

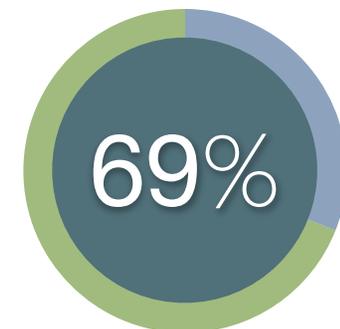
- *Stress Management*
- *Decreased Burnout*
- *Reduced Accidents*
- *Affordable Support*
- *Family Resources*
- *In-Network Referrals*



Only 20% of burned out employees say they have access to an employee assistance program (EAP) at work. ([Capterra](#))



86% of employees now believe a company's culture should support mental health. It's a make-or-break issue for many. ([Capterra](#))



2018 study by the Federal Occupational Health (FOH) found companies with EAPs saw a 69.2% decrease in absenteeism ([BetterUp](#))

²American Institute of Stress - <https://www.stress.org/daily-life>

³Workplace Solutions - www.seap.com/employee-assistance-program/

3 EASY STEPS TO NAVIGATING YOUR EAP

1. STARTING THE CONVERSATION

Approaching the subject of mental health or addiction can be difficult. Two of the most important things to know about EAP programs are — you are not alone and it is completely confidential.

- Schedule an appointment with your organization's EAP consultant
- Make sure to mention:
 - physical and emotional symptoms
 - how symptoms affect your health and work performance
 - how long you've had symptoms
 - whether they've worsened over time

Don't know who speak to?

Check your employee handbook, company's web portal, or speak to an HR representative about how to get the conversation going.

2. ASKING THE RIGHT QUESTIONS

Some of the most important items to ask your EAP consultant are:

- What type of EAP do we have?
- What are the scope of services?
- What is the turnaround for me to get counseling?
- How does our EAP handle longer term care?
- What are our EAP referrals for treatment programs?
- What gets reported back to the company?

Each individual is different. There are treatment centers and programs that your EAP can help you find.

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3. KNOWING YOUR BENEFITS & RIGHTS

Privacy & Confidentiality

Your employer sponsors the program but stays out of the treatment process.

Spouses & Significant Others

Most EAPs will offer counseling and other services to your family.

EAP Cost

EAPs are covered by the employer. If there is a referral, then your personal insurance will be utilized.⁴

Do I keep my job?

YES! Treatment is considered a medical reason to utilize FMLA or short-term disability. Your therapist will be able to guide you through the proper steps.⁵

⁴Note - Individual EAPs can vary although most EAPs are 100% covered by the employer

⁵Workplace Solutions - www.seap.com/employee-assistance-program/



CHATEAU RECOVERY RESOURCES

KEEPING UP WITH WORK WHILE IN RECOVERY

4 min read

Recovery is a full-time project. Tending to one's recovery needs around the clock is essential to a healthy lifestyle, but balancing one's recovery with a keeping with work in your professional career can be exceptionally difficult...

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THE ELEMENTS OF A TOXIC WORK ENVIRONMENT

4 min read

Work is a major part of life, dictating one's daily schedule, professional goals, financial status, and much more. Finding a job that one loves can be essential in creating a healthy, balanced life...

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COMMUNICATING MENTAL HEALTH NEED AT WORK

4 min read

Those suffering from mental health disorders often find that every aspect of their daily life can be invaded – from morning routines and personal time, to their professional life. Being able to communicate...

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CHALLENGING PERSONA OF THE WORKPLACE IDENTITY

4 min read

It is common that an individual may don a "professional guise" while at the workplace. This means that one's attitude can be vastly different than their personality at home...

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NEED MORE EAP HELP?

Our expert admissions team can help you navigate any obstacles and help you on your wellness journey.

www.chatearecovery.com

admissions@chatearecovery.com

(888) 909-2813

OUR MISSION

To empower and equip those who strive for hope, health, and a new mindset in recovery.

We believe in working with you and your support network to break free from the stigmas of mental health and addiction. We provide you with the help and resources to enjoy life-changing sobriety.

OUR APPROACH

We look beyond identifying and adjusting behaviors -- we explore the core reasons impacting your mindset, trauma, & environment.

We utilize comprehensive trauma informed therapies like the Arbinger Outward Mindset and Dharma Recovery.

