

You can't always control the amount of personal problems in your life – *But you can control how you deal with them.*

Thank you for your interest and support in promoting mental health in the workplace! Offering WellSpan EAP to your workforce is a great first step towards reducing the stigma associated with seeking help through professional counseling. Here are some strategies your organization can use to educate employees about mental health issues, normalize the idea of seeking help for these problems and increase participation in your EAP:

Display EAP materials to promote EAP benefits to employees. WellSpan EAP provides your organization with posters, wallet cards, brochures, flyers, and periodic educational resources to increase employee awareness of the EAP benefit offered to them. Education and awareness are the most effective tools you can use to eliminate the fear and stigma of seeking help for issues like depression, substance abuse, and relationship issues.

Choose an appropriate place for displaying EAP materials such as posters. Some of the most effective locations to place EAP posters are employee restrooms. Employees don't always want others knowing they may have an interest in seeking help from the EAP. Posting information in discrete yet prominent locations such as an employee restroom gives employees easy access to cards containing the EAP phone number and information without others looking over their shoulder.

- Make sure you attach the cardholders to EAP posters with an adequate supply of informational cards.

Rotate materials or designs frequently. Even the most eye-catching posters become wallpaper after hanging in the same location for long periods of time.

- Try rotating poster designs in different locations to attract more attention

Add WellSpan EAP information to your benefits listings. Include EAP information in new hire orientations and benefits listings given to employees.

Offer “Lunch-N-Learns” to employees to promote EAP awareness. WellSpan EAP offers a number of trainings and staff development programs geared toward your organizational needs, including EAP employee and supervisor orientations.

Ask WellSpan EAP to participate in your organization's health and wellness benefits fairs. We have tabletop displays and information on many issues facing today's workers such as work-life balance, mental health issues, effective communication, and more.

For employers in south central Pennsylvania, we have representatives available to be on-site to staff a booth and answer questions employees may have about WellSpan EAP.

Encourage managers to periodically remind employees about the services available through WellSpan EAP. Regular reminders will help reinforce the support services provided by your organization. These updates will also normalize the fact that we all have personal challenges at various times in our lives – and seeking support is a sign of strength.