

## Does Your Employer Offer An Employee Assistance Program?

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Does your company offer an EAP? If the answer is “yes,” do you know how it can help you cope with the many pressures of everyday life? Everyone experiences life adjustment issues but they many not know where to turn.

Just as health insurance provides help for our physical well-being, an EAP can provide for our mental and emotional well-being. At Family Service of the Chautauqua Region Inc. our mission continues: To Strengthen the Mental Health and well-being of Individuals, families and our community. We provide this, in part, through our Employee Assistance Program.

Studies show that 90 percent of all work performance issues are related to personal problems. Whether the problem is caused by stress, workplace conflict, strained relationships, drug and alcohol, or financial concerns, you can be sure that job performance will be affected. Whatever the source, the result is predictable: unplanned absences, work distraction and diminished productivity. We at Family Service believe that a company’s most important resource is their people. Without them, a company would not be able to succeed.

But, as we know, life happens ... we all experience life stressors, we are all busy and it is more and more difficult to separate home life and work life. Employers know and expect that in order to be

the most productive, each employee must be in top working condition – physically, mentally and emotionally. Many employers have turned to Family Service EAP to help lessen these life stressors from impacting the workplace, the home and the community.

Family Service EAP offers mental health counseling, by licensed mental health counselors who provide treatment for issues such as marital problems, family conflicts, stress, anxiety, depression and many other life adjustment issues. Legal consultation with an attorney is available in the event that you find yourself in a situation that you need professional legal direction, and for those hit by hard economic times budget counseling might be the need, we can help put a financial plan in place. And, as many of us are now caring for an aging parent, aunt, uncle, grandparent or spouse, Elder Care Services are available. We can provide a safe environment for your loved one so you can take care of the things that need to be done or maybe just provide you with a much needed day of rest with the knowledge that your loved one is enjoying the day as well.

There are many more reasons you might seek help from your EAP. Remember, the employee assistance program is not just help in crisis situations, but also to help

employees and their family members before situations turn into a crisis. The EAP can help with issues that we all face on a daily basis, for example:

- Personality conflicts at home or on the job
- Money management and financial problems
- Dealing with an adolescent who is using drugs or alcohol
- Support in deciding on proper care for elderly parents
- A child who has a behavioral problem at home or school
- Anxiety or depression
- Domestic violence
- Feelings of being overwhelmed
- Learning to be more assertive
- Clarifying important life decisions and problem solving
- Dealing with loss of a loved one
- Managing stress
- Feelings of loneliness
- Recognizing a substance abuse problem
- Resources for marital counseling
- Ways to improve your self-esteem
- A gambling problem
- Support when living with a person with an addiction
- Help with learning positive communication skills
- Adjusting to a divorce or separation

All of these services are free to the employee and any member of his/her immediate family; one call does it all. EAP services are totally confidential – your company does not know that you are calling. All the employee or family member needs to do is call our office at 488-1971

or 1-888-490-7674. The employee calls our office directly and can access all the services that we provide. If you are not sure if your company offers an EAP, contact your HR department.

Family Service of the Chautauqua Region has been in business since 1903 and had been providing EAP benefits locally for the last 16 years.

Our counseling/administrative office is located at 332 E. Fourth St. in Jamestown. We offer a very comfortable setting that allows our clients to feel at ease. We are able to bill to most insurance companies including, Fidelis, Blue Cross Blue Shield, Univera, Medicare, Independent health and others.

In addition to our EAP, Family Service provides office-based counseling services, a “house calls” program where we can provide mental health counseling to those that cannot leave their homes or assisted living facilities. Our Drop Out Prevention Program and our Partners For Children Program provide services to children in five school districts and translation services through our Hispanic Outreach Program.

Family Service of the Chautauqua Region Inc. currently provides EAP services to more than 4,000 employees in more than 40 companies, countywide. If you are an employer or and HR manager and are looking for a low cost, local provider of EAP services please contact us today. We would be happy to have you join our “EAP family.” Contact Kathy Benson at 488-1971.