

# E A M E S S E N G E R P

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of INVEST EAP

INVEST  
EAP

## Supporting a Healthy Organization

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### Work/Life Benefits: Practical Resources from EAP

Many employees are aware of the valuable counseling support available from employee assistance programs. But EAP also offers help with practical life matters in a range of categories. Read on to learn how INVEST EAP can make your life a little easier during times of stress.

#### What are Work/Life Benefits?

The intersection of work and personal life is a busy one – and when issues arise that must be addressed, we find ourselves stuck with limited time and ability to navigate. Examples of these issues include legal dilemmas; financial problems; child care needs; caring for aging relatives; housing and transportation concerns and any other area where you may feeling stress...and likely bringing that stress in with you to work.

EAP's Work / Life Benefit begins with a call to the toll free access number, or exploration of [www.investeap.org](http://www.investeap.org). Sometimes the information needed can be readily accessed through a



community agency or state program, but other needs may be complicated and can be explored with an EAP Specialist to identify resources.

#### Primary categories of Work/Life benefits include:

##### Legal:

INVEST EAP provides referrals to attorneys who provide free 30-minute consultations on matters of concern. The only area of law which does not qualify is that of workplace or labor related questions. But for all other legal concerns, once your half hour consult has taken place, and

you may wish to employ the attorney, a 25% discount is offered on services excluding document preparation.

The EAP Legal Benefit also allows employees access to an online law library portal where information, forms, and other resources are available.

##### Financial:

EAP also offers a free 30 minute financial phone consultation with a range of financial professionals on areas including consumer debt strategies; education financing; tax issues; retirement and investment planning; home ownership or foreclosure prevention, and more.

EAP is also a great clearinghouse where you can find out about community-based services and programs related to relief of financial strain around housing, medical costs, home heating and utilities, food and nutrition, transportation and emergency situations.

## **Childcare and Eldercare:**

Whether you are concerned about children's needs or your aged parents', EAP can refer you to the community agencies and programs that help locate quality care and any subsidies that may help.

While these broad categories encompass the main Work/Life stressors, remember that any problem that keeps you from performing at work or enjoying your downtime is a good reason to reach out to EAP.

## **What if I don't have a specific need...but feel my Work/Life balance is off in general?**

As much as Work/Life support can locate specific issue-based services and programs for areas of crisis, it also aims to reduce overall stress or imbalance between an employee's work and personal life.

You do not need to 'know' what you are looking for; you simply need to identify that you are feeling pulled between the job and home, or burned out, or just wanting to reinvigorate your engagement at work. You may be looking for help in setting practical boundaries or developing strategies to keep limits on bringing work home. You may also be seeking help to be more present at home and with family.

Other possible areas that may impact Work/Life balance can include:

- Time management
- Personal organization
- Sleep habits
- Nutrition
- Physical activity



These, and many more, make for excellent exploration topics with an EAP Specialist who can guide you toward information, support, goal planning and strategies.

## **How do I get started with EAP?**

Call INVEST EAP's toll free number below any time night or day. You will speak with one of our EAP Counselors who will ask questions to get an understanding of your needs; you can certainly tell them if you have a specific practical need, or that you are feeling your balance between home and work needs help.

You will be referred to a local EAP Specialist with whom you can meet in person. Services are brief – sometimes one meeting, sometimes several – with the goal being to map out a plan and identify the resources to help you chart your course to greater balance and satisfaction.

Also feel free to explore the INVEST EAP website at [www.investeap.org](http://www.investeap.org) where numerous articles, resources, and self-assessment tools can be found.

## **Support for all areas of your life.**

Sometimes our balance may be off due to an underlying issue such as depression, anxiety, or even a medical condition. EAP Specialists can help assess whether other providers should be accessed for optimum wellbeing, and assist you to make connections to such providers.

Your needs don't have to be of a traditional counseling nature to reach out to EAP; any feeling of imbalance or stress is reason enough. Contact INVEST EAP 24/7 for confidential and free support.

# **EAP SERVICES**



EAP is here to help. For more information about articles in this newsletter, or any other EAP-related topic, please call one of our trained counselors at our toll-free number:

**888-834-2830 • [www.investeap.org](http://www.investeap.org)**