The Employee Assistance Program

Your Resource for Solutions

www.cityofboston.gov/EAP

The Employee Assistance Program

Stress

Work

Life

Community

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Our Mission:

- To promote, establish and increase good health, a quality of work and personal experience
- Collaborate with employees and family members to restore and initiate well-being in work and life

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About us:

The EAP is a program designed to assist employees and family members in identifying and resolving personal concerns, problems/issues. *EAPA

- Consultations, counseling and supportive services
- Neutral - Offer a safe, supportive confidential environment

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Reactive (Traditional)

Proactive (Emerging)

Comparisons

WELLNESS:
Emphasis is on physical health

WELL-BEING:
- Integrates physical, mental health and whole life experiences resulting in a more holistic approach

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Well-Being:

Includes the presence of positive emotions and moods, satisfaction with life, fulfillment and positive functioning.

Source: http://www.scc.gov/proactiveWellbeing.htm

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Elements of well-being:

- Psychological: Positive emotions and resilience
- Physical: Health promotion, disease management, traditional wellness approach
- Financial: Becoming literate in all things financial
- Work: Central to adult identifying and significant to human development and functioning
- Social: Quality of relationships / networking

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Our Approach:

- Individual well-being
- Holistic / Integrated
- Preventative
- Solution Focused
- Cross cultural perspective

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Resources:

EAP website. www.cityofboston.gov/EAP

Financial literacy
- Balance financial fitness program
  https://www.balancepro.net/aboutus.html

Education and skill building

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A few examples:
- Balancing Work and Family
- Mental Health Issues
- Alcohol and Drugs
- Recovery Management
- Diversity Issues
- Job Related Concerns
- Domestic Violence
- Financial Concerns

...and much more...

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Recap:

- **Wellness**: emphasis on physical health promotion, disease management, traditional wellness approach

- **Wellbeing**: integrates physical, mental health and whole life experiences resulting in a more holistic approach

- Overall satisfaction with life: