



*Find  
trusted  
resources  
with EAP*

## HealthPartners EAP Essentials\*

*An employee assistance program designed for **small businesses***

Employee personal problems often spill over into the workplace, leaving managers to deal with the consequences and cost associated with absenteeism, turnover rates, tardiness and even accidents.

Many small business owners believe their business is too small for EAP and related workplace services. Regardless of a company's size, employee issues can affect workplace performance and cost money in lost time, wages and increased healthcare claims.

That's why HealthPartners has created an EAP especially for small business. We offer turn-key unique and innovative services for both employees and managers in the areas of:

- Counseling on personal and emotional issues
- Consultation on work/life concerns including legal and financial
- Managing difficult employee relations that impact job performance
- Critical incident management support

Almost two-thirds (66 percent) of employees who call in sick are actually suffering from stress (money problems, aging parents, a new baby, addictions, interpersonal conflicts at work, and other issues), rather than illness.<sup>1</sup>

# EAP services for employees and managers

## Employee services by phone

Employees and their dependents can call for confidential support for emotional, family/personal, and work-related issues. The EAP phone line features:

- Unlimited access to a licensed counselor 24 hours a day, 7 days a week, 365 days a year.
- Assistance finding local mental health providers
- Access to financial and legal consultation

## Online services

HealthPartners EAP Essentials provides helpful information that's just a click away, on topics such as:

- Addiction and recovery
- Anger management
- Balancing work and family
- Depression
- Divorce
- Financial debt
- Grief and loss
- Legal resources
- Parenting
- Stress

## EAP services for employers

Managers can access these topics and more online:

- Leadership skills
- Motivating teams
- Handling difficult employee behavior
- Managing coworker conflicts and employee relations concerns



HealthPartners EAP Essentials includes a monthly promotion that encourages use of the EAP. When needed, critical incident stress management services are available to help you deal with major accidents/injuries, natural disasters, grief and loss, and other workplace traumas.

According to the 2007 CCH Unscheduled Absence Survey, conducted for CCH by Harris Interactive®, personal illness accounts for only 34 percent of unscheduled absences, while 66 percent of absences are due to other reasons, including family issues (22 percent), personal needs (18 percent), entitlement mentality (13 percent) and stress (13 percent).

To learn more about HealthPartners EAP Essentials, contact your broker, consultant or sales representative for more information. To call HealthPartners EAP department directly, please call 952.883.7574.