

**VOLUME 18 | ISSUE 1 | SPRING 2022**

## GUEST ARTICLE: HEALTH ADVOCATE

### **HealthAdvocate™**

#### **Maximize Your Workplace Well-Being Program by Integrating Emotional Wellness**

Organizations are becoming increasingly aware of how employee productivity and job performance can also be impacted by factors such as stress, anxiety, and other health-related issues. When considering the ongoing challenges of the past two years, coupled with day-to-day obligations at home and work, it will come as no surprise that the emotional impact on employees is significant.

In order to address employees' total health, drive engagement and maximize benefits, it is critical to integrate emotional wellness resources into workplace benefits and well-being and healthcare programs. By connecting physical, psychological, and social health within one program, employees are able to more effectively manage a variety of related issues simultaneously.

#### **The benefits of integration**

While Employee Assistance Programs (EAPs) alone offer a number of advantages, incorporating these mental and emotional health services into other resources like wellness programs and advocacy and navigation can multiply the impact, making it easier to identify related issues and ensure employees get the care and support they need.

For example, someone who contacts the benefits office asking about certain coverage or calls the advocacy number if this service is in place might be feeling stressed or overwhelmed about the health reasons that prompted that call. In an integrated model that seamlessly weaves these services together, the employee can quickly and easily speak to a counselor or nurse about these related issues, which can help make both services more effective. That employee may not have reached out for emotional support otherwise, but having a trained professional prompt that conversation helped connect them to valuable help.

Spanning the continuum of employee needs in this way can make the experience of dealing with an issue more effortless for the employee and ensure that they take best advantage of all of their benefits. Further,

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connecting benefits like EAP with other services creates a seamless, more convenient experience for employers and employees, significantly impacting satisfaction, costs, outcomes and engagement.

Additionally, incorporating emotional wellness services like an EAP with existing programs can provide a wider breadth of data for analysis, granting trained support staff a comprehensive, confidential snapshot of the employee's benefits package and health and wellness measures from the moment the conversation begins. Having this actionable information provides more opportunities to engage the employee in resources and education specific to their individual needs, all during one call.

### **How Health Advocate can help**

Health Advocate is a leading provider of health advocacy, navigation, well-being and integrated benefits programs. By partnering with organizations to customize unique, integrated services that meet the needs of their workforce, Health Advocate's approach can help improve all aspects of employee well-being.

The value of a benefits package can often be maximized when components are combined, and the emotional wellness services of an EAP can complement other offerings by ensuring that employees get the full breadth of support and care they need. Health Advocate can help your organization seamlessly integrate emotional wellness components into your existing workplace well-being program, improving employee health and returning measurable value.

The team at Health Advocate is committed to helping organizations and their employees connect to the right tools and resources to navigate the healthcare system, balance work and life, make informed decisions and reach the best possible health and well-being outcomes.

LVBCH has partnered with Health Advocate to provide special rates and terms for coalition members to offer the Employee Assistance+Work/Life program to their employees. To learn more about how Health Advocate can support you and your organization, visit [www.HealthAdvocate.com](http://www.HealthAdvocate.com) or contact Suzanne Starker at 215-880-6364 or [sstarker@healthadvocate.com](mailto:ssstarker@healthadvocate.com).

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