

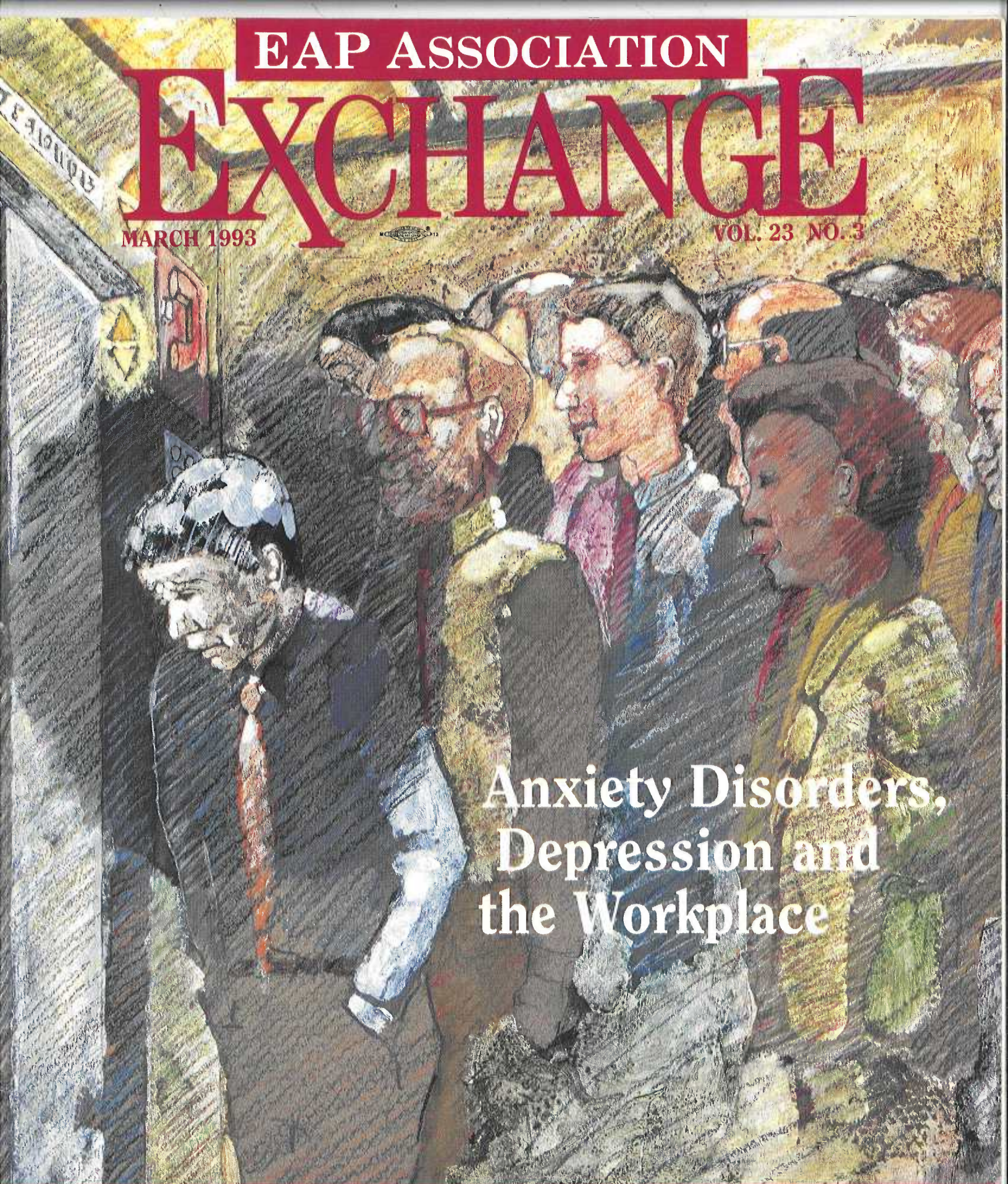
EAP ASSOCIATION

# EXCHANGE

MARCH 1993



VOL. 23 NO. 3



Anxiety Disorders,  
Depression and  
the Workplace

*Also in this issue*

**EAPA responds to DoT's proposed alcohol testing regs**



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- #3J-92 The Management of Critical Incident Stress and Trauma in the Workplace
- #3K-92 Emergency Response to Crisis; Emergency Medical Services

### Content Area 5 Chemical Dependency and Other Addictions

- #5A-90 Understanding Drug Treatment

### Content Area 6 Personal and Psychological Problems

- #6A-91 The Microstructure of Daily Role-Related Stress in Married Couples
- #6B-91 Occupational Stress and Marital Support
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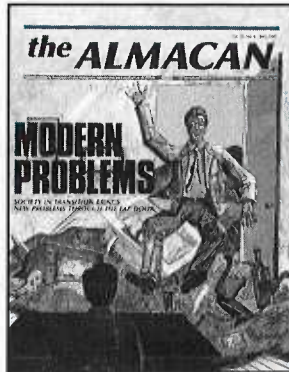


## EDITOR'S COMMENT

THE JUNE 1989 issue of this magazine, then called *THE ALMACAN*, carried a cover feature called "Modern Problems: Society in Transition Brings New Problems Through the EAP Door." It seems as though that theme, far from being outdated, is more relevant than ever.

When the Advisory Committee to the *Exchange* met in Atlanta last fall to recommend editorial themes for 1993, it posited three slants in the Modern Problems vein. This month's cover story delves into depression and anxiety disorders as they manifest and are cultivated in the workplace. It examines some of the causes of these mental health conditions, prevalence data, detection, and workplace interventions. The April issue will examine gangs and occult groups, "social diseases" of sorts that, as many employers have found, can disable more than just families and residential communities. Last, feature coverage in June on case management of disadvantaged employees will describe special challenges to EAPs serving employees on the lower end of the socioeconomic ladder.

## Modern Problems, Times Three



EAPA PRESIDENT SANDRA TURNER is center stage in an exclusive interview beginning on page 10. Frankly speaking, she expounds on new directions being taken by EAPA and the EAP field. Elsewhere in this issue, get reacquainted with the Employee Assistance Certification Commission, featured on pages 8 and 9. The eighth and final installment of "The Business Page" series on building an integrated EAP-managed care program fastens the last nuts and bolts in this "stretch model" of service delivery. We hope the series has been helpful to employee assistance professionals as they compete in the topsy-turvy managed care marketplace.

A FAXBACK SURVEY with questions tailored to help EAPA set new marketing plans runs on page 7. We urge you to take five minutes to complete the survey and transmit your responses to the EAPA Office. Thanks in advance for your help!

*Rudy M. Yandrick*

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## FROM THE C.O.O.

# EAPA in Step With National Prevention Priority

by Michael L. Benjamin  
Chief Operating Officer

Is there any doubt as to President Clinton's position on prevention? Within weeks of taking his oath of office, the President pushed to the head of his economic stimulus program full funding for preschool children and a new \$300 million immunization plan to ensure every child under age two receives necessary shots—two mainstream prevention programs for U.S.A. children.

Consistent with Mr. Clinton's action in the preventive arena, other departments in his administration are also moving forward with prevention plans. For example, in mid-February, the newly reconstituted federal Center for Mental Health Services convened a Prevention Definition Work Group with the task of developing a set of operational definitions of prevention. According to Maury Lieberman, Ph.D., acting chief of the Prevention and Program Development Branch within the Center, the set of definitions will provide guidance to the Center in designing and implementing prevention programs and policies.

As Dr. Lieberman stated at the meeting, the U.S. Department of Health and Human Services "has been given the green light to provide leadership that will lead to improved ac-

cess, reduced barriers, and promote high-quality, effective programs and services for people with or at risk of mental disorders, as well as their families and communities. Prevention has moved to the front burner!"

This meeting, which was the first of two scheduled prevention definition meetings, was basically a brainstorming session to identify:

- concepts and principles.
- variables or risk factors to be addressed.
- populations and settings to be targeted.
- types of services that should be included in a set of operational definitions for the Center for Mental Health Services.


Among the 30 participants in this meeting were researchers from the National Institute of Mental Health and the Center, state and local government officials, representatives of national mental health associations, including consumer organizations and one person representing the "private sector"—your chief operating officer.

As a work group consultant, I had the opportunity to bring to the discussion Dr. Harrison Trice's concept of basic risk factors for alcohol problems that impinge upon employees in the workplace and to translate these factors into a mental health framework. Such factors included the sense of alienation and powerlessness, job

stress, poorly implemented intervention policies, union-management conflict over internal policies and, as Dr. Trice would say, "environmental jolts."

Two of the major issues which emerged from this discussion were: (1) the workplace as a legitimate setting to address prevention issues; and (2) EAP technology that has been developed and utilized in prevention and early-intervention strategies.

The second meeting in mid-March is being devoted to building consensus on a broad conceptual framework and prioritizing activities, populations and risk factors that would constitute the set of operational prevention definitions. My tactic for the second meeting is the push for incorporating the workplace and EAPs into the mainstream of prevention development and policies within the Center for Mental Health Services.

Thus, I welcome input from those of you who have interest and expertise in prevention. Please write or call (703-522-6272). Your contributions will be invaluable in assisting me with my role of helping the Center in shaping its prevention agenda and services-development priorities. As Dr. Trice states, "...work organizations are the premier institutions of American culture." And this is the EAP's bailiwick! 

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