

Future Trends in Organizational Risk Management

QUICK QUESTIONNAIRE FOR DISCUSSION DURING LIVE PRESENTATION

1) **PREVALENCE** Behavioral health conditions include mood disorders (such as major depression and bipolar depression), anxiety, phobias, adjustment disorders, substance abuse disorders and other forms of addictions (i.e., gambling, sex, food).

Does your EAP provide materials that communicate **information and statistics about the general prevalence of behavioral health risks and condition in the workplace** (such as facts on how many employees as a % of all workers typically have depression or alcohol problems or other issues)?

Yes No Not Sure

2) **COST BURDEN** Employees with behavioral health risks that go unmanaged can result in a significant cost burden to employers. Costs can occur in several areas, including diminished on-the-job productivity, work absence days, health care claims, accidents, disability claims and job turnover.

Does your EAP provide materials that communicate general information and statistics about the **economic cost burden associated** with of behavioral health risks and conditions in the workplace (such as the cost in euros of lost work productivity or excess health care costs)?

Yes No Not Sure

3) **PREVENTION** Workplace prevention programs can include any proactive (rather than reactive) educational program, trainings or strategy —offered through the workplace — that is designed to reduce risks for behavioral health problems in employees and their family members.

Does your EAP **offer prevention programs** for behavioral health risks and condition in the workplace?

Yes No Not Sure

4) **IDENTIFICATION** The theme concerns the identification of employees at-risk for behavioral health issues. There are many research-validated brief screening tools that can be used as a way to quickly flag employee who may be at risk and could benefit from a more thorough assessment by the EAP counselor.

Does your EAP routinely use one or more **brief screening instruments** to identify users of the EAP who may have behavioral health risks?

Yes No Not Sure

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5) REDUCTION IN RISKS This theme concerns the potential reduction in behavioral health risks from use of the EAP services provided to individual employees and to the work organization.

Does your EAP measure individual changes or improvements in the level of **clinical symptoms or EAP issue resolution** from before to after use of the EAP counseling services?

Yes No Not Sure

Does your EAP measure individual changes or improvements in the level of **employee work performance** (i.e., work functioning, absence, presenteeism, productivity) from before to after use of the EAP counseling services?

Yes No Not Sure

Does your EAP measure improvements or outcomes experienced by the employees who attend **crisis response or critical incident stress debriefing (CISD)** services provided by the EAP?

Yes No Not Sure

Does your EAP measure improvements or outcomes experienced by the users of **management consultancy and organizational level** support services provided by the EAP?

Yes No Not Sure

6) REDUCTION IN COST BURDEN This theme concerns if changes in risk factor outcomes after use of the EAP are converted into financial cost savings to the organization and ROI for the EAP.

Does your EAP provide a get a **cost-benefit or return on investment (ROI) type of report** that specifies a reduction in the total financial cost burden to the organization from the use of the EAP?

Yes No Not Sure

Please also go online later and take the full survey. It takes 10 minutes or less.

<http://www.surveygizmo.com/s3/3579828/Behavioral-Health-Risks-in-the-Workplace-Role-of-EAPs>