*Approximately 1 in 6 survey respondents considered themselves both an EA professional and a Work/Life professional, and this finding was consistent across all three associations*

Two of the initial questions on the survey asked respondents first, which professional organization they were associated with; and second, how they would primarily identify themselves, i.e. as an EAP professional, a W/L professional, both or other. Table 1 summarizes the results of these two questions about Professional Identity.

Percentage of Members of Each Asociation With Self-identified Professional Affiliations
("do you consider yourself primarily: ___ professional")

■ Primarily Work/Life   ■ Primarily EAP   ■ Both W/L & EAP   ■ Other

| AWLP (n=125) | EAPA (n=801) | EASNA (n=70) |
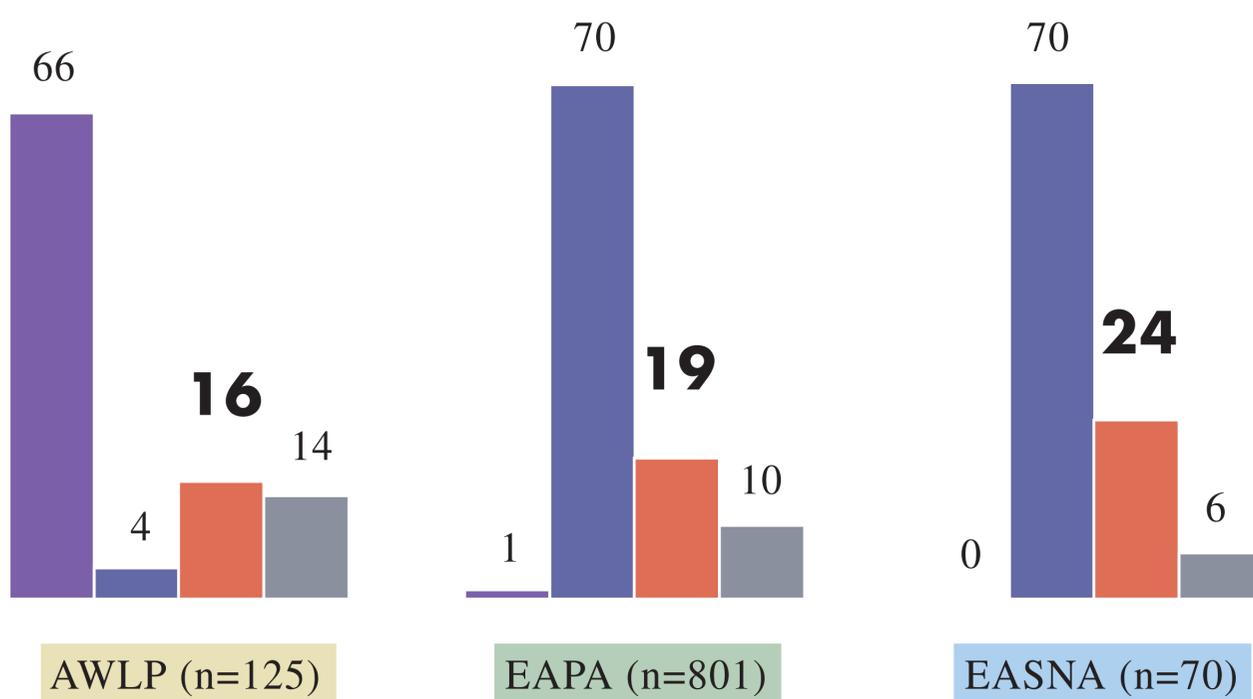
Note: It is here that one can clearly see the greater number of EAP professionals who responded to this survey. The table then breaks down participation by professional association.

There is a significant level of collaboration/integration at the service level. The overlap of services in general tends to be in the non-core areas of each profession, except what may be a "New Breed" of professional who seems to provide services across core areas of both professions.

Respondents were given a list of 30 services, based on a complete list of Work/Life Initiatives and EAPA's Core Technologies. They were then given the directive to "check the appropriate box to indicate if the service is provided by the EAP, W/L program, other business unit, or not provided in their organizations. For those who identified themselves as being primarily an EAP professional (n=575), each of the 30 services was coded as being offered if "EAP" was part of the responses selected. Similarly, for those who identified themselves as being primarily "Work/Life professionals" (n=92), each of the 30 services was coded as being offered if "W/L" was part of the responses selected. Finally, for those who identified themselves as being "Both EAP and W/L professionals" (n=160) each of the 30 services were coded as being offered if either "EAP" or "W/L" was part of the responses offered.

A Venn Diagram (Figure 2) was created to help visualize the above analysis. This figure shows two overlapping circles. The circle on the left has the 17 services that were provided by the EAP as reported by a majority (50% of more) of EA professionals. The circle on the right has the 12 services that were provided by the W/L program as reported by a majority of W/L professionals. In the middle, where the two circles overlap, are the 6 services that were offered by a majority of both professional groups. All the services in color are the ones that were provided by the Dual Group, those who identified themselves as both an EA and W/L Professional. SEE NEXT POSTER.