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EAP

Workplace Crisis: Prevention and Response



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Hurricane	Accidents
Robbery	Violence
Vandalism	Death in workplace
Death outside workplace	Domestic violence
Suicide	Talk of suicide
Kidnapping	



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Prevention

- A.) Planning: Audits, Threat Management Team, Policies
- B.) Education / Training: For 1.) Leadership
2.) General employees
- C.) Ongoing Teamwork / Reviews



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Assignment #1:

When you get home, get 2 other people together for 30 minutes and ask

“What would we do if...?”



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**Employee Assistance Program:
Workplace Partner and Resource**

- Consultation on Workplace Concerns
- Collaboration on Planning and Response
- Organizing Resources for Crisis Response
- Longitudinal Follow-up post-incident



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A “Common” Workplace Crisis...



Random Concerns:

How to tell his team? Who will do his work? How is his family?
How to get information on the facts? Benefits info to his family?
How to support his team emotionally? How to support logistically?
When / how do I fill his position? Impact on me professionally?
Impact on me personally?




Partnering with Your EAP to Respond

Minimal Response: EAP Promotional material
More Elaborate Response: Onsite Crisis Support



Suggested Flow of Onsite Crisis Response


- A.) Telephonic Consultation with EAP Consultant.
- B.) EAP Facilitator onsite. Meet with leadership.
- C.) Group meeting led by company leadership.
- D.) EAP Facilitator takes group through psychological first aid.
- E.) Availability for individual meetings with EAP Facilitator.
- F.) Post-Debriefing Meeting with leadership.
- G.) Longitudinal Follow-up.



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“The best way to predict the future is to create it.”

(Peter Drucker)



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