

Process the Employee Assistance Program (EAP)

Introduction

The **topic of resilience** and the **EAP** are introduced to employees and managers in the **organization** with several **keynote speeches** (online). Afterwards, access to the online resilience screening for employees is activated.

Stress and Resilience Inventory

Using an **online resilience screening** with questionnaires (approx. 10-15 min) employees of participating organizations can determine their resilience and mental health and receive personalized and anonymous feedback in the form of a traffic light system.

Recommendation for action

Based on the values determined, the participants receive their personal profile **immediately** and in **coded form** which uses a traffic light system to show their current stress levels and resilience. In addition, they receive **personalized recommendations** on how they can strengthen their mental health. All employees are assured that the results will be treated with **absolute confidentiality** and will NOT be reported back to the employer. Participants also receive access to our **exclusive resilience screening homepage** with practical information on resilience and stress management and everyday training exercises to cope better with challenges and stay healthy in the long term.

Initial Consultation

Participants also have the opportunity to receive **needs-oriented** and **confidential** coaching and advice from resilience experts at the LIR to determine the initial situation and define the next steps in an consultation.

Access to the offers of the LIR

The health services are put together individually according to the *Stepped Care Principle* so that the most effective and resource-saving intervention to strengthen mental health and resilience is offered first.

The following LIR **prevention and health services** are available:



Lectures

Expert lectures on topics related to resilience, stress and health.



Coaching

Strengthening resilience and the ability to cope with stress in an individual setting with psychological counselors.



Training

Strengthening resilience in small groups of 4-8 people (also available as a compact course on the weekend).