

# 7 POINTS

to Consider When  
Evaluating an  
Employee  
Assistance  
Program (EAP)



# How to choose an EAP that truly supports your people *and* your business

If you have a feeling that your current EAP is missing the mark, it's probably time to evaluate what's working, and what's not. Choosing an EAP is no longer just about offering a crisis hotline—it's about creating a proactive, accessible, and data-informed system to support your entire workforce.

**Here are 7 important factors to think about when evaluating what you already have, and what you might need.**



# Proactive, Not Reactive

Traditional EAPs often wait until employees are already in crisis.

The best programs use data and behavioral signals to identify when people may be at risk and offer support early—helping prevent burnout, absenteeism, and turnover before they happen.



# Prevention Through Skill Building

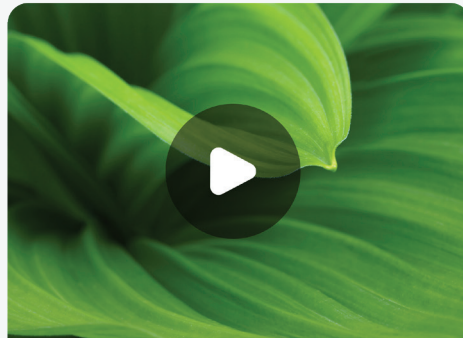
An effective EAP should do more than connect people to care.

It should help employees develop the emotional and cognitive skills to manage stress, adapt to change, and solve problems on their own—reducing the need for costly interventions over time.



## Thrive Under Pressure

Gain tools to power through high-pressure situations.



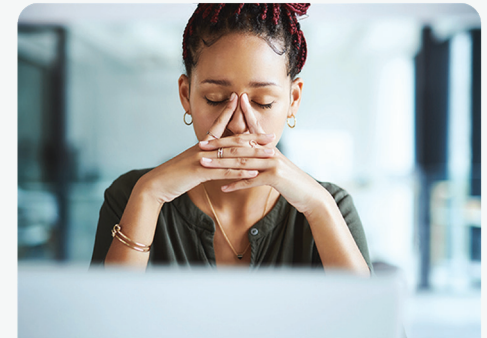
## Focus Meditation

Strengthen your ability to focus by bringing awareness to your breath.



## Become Change Ready

Adapt with confidence to new situations.



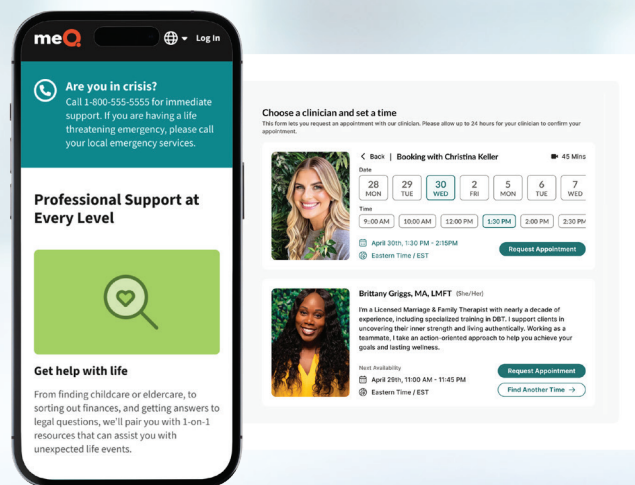
## Manage Overwhelm at Work

Move forwards through stress at work.

# Immediate and Easy Access To Care

When someone reaches out for help, timing is everything.

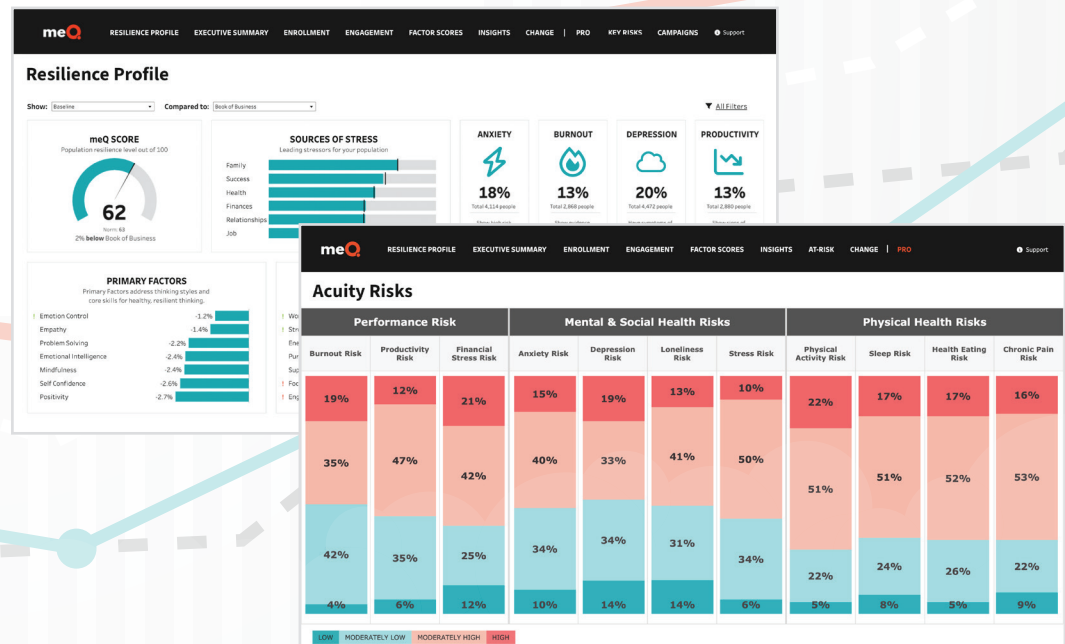
Look for an EAP that guarantees quick access to qualified professionals (ideally within 24–48 hours) and offers multiple modes of communication—phone, chat, text, or video—to meet people where they are.



# Data and Insights That Matter

Usage statistics alone don't tell the full story.

Modern EAPs use validated assessments and analytics to uncover workforce trends, measure outcomes, and inform broader well-being strategies—helping HR leaders make better, data-driven decisions.



# Integration with Company Culture and Goals

Your EAP shouldn't operate in a silo.

It should reinforce your organization's values, leadership practices, and performance objectives—building a culture of psychological safety, resilience, and sustainable productivity.



# Support For Life Beyond Work

Employees bring their whole lives to work.

The most impactful EAPs extend beyond mental health counseling to include resources for daily living, such as childcare, elder care, financial and legal guidance, and lifestyle support.



# Demonstrated, Mesurable Outcomes

Finally, insist on proof.

The right EAP partner should provide evidence of impact:

- Reductions in stress, anxiety, or depression
- Increased engagement
- Tangible improvements in retention and performance



# Transform your mental health program with the most proactive, data-driven, and cost-effective solution.

## **A stronger, more agile workforce**

Science-backed, AI-powered skill building for your entire population.

## **Performance training for leaders and teams**

Dedicated courses improve team collaboration.

## **The proactive data insights HR deserves**

Make data-driven business decisions, support employee needs before they become costly problems.

## **Employee assistance, reimagined**

meQ EAP delivers higher engagement, with a prevention-first approach that reduces healthcare costs.





# Your People Deserve a Better EAP.

*You* deserve a better EAP. We've got you.  
Learn more at: [meQuilibrium.com/EAP](https://meQuilibrium.com/EAP)

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**CALL:**  
617.916.1262

**VISIT:**  
[meQuilibrium.com/EAP](https://meQuilibrium.com/EAP)

**EMAIL:**  
[hello@meQuilibrium.com](mailto:hello@meQuilibrium.com)