**The Business Value of EAPs**

The main benefit of EAPs and employee mental health programs is fairly straightforward.

It’s the same idea that has businesses across the world flocking toward wellness initiatives.

When used appropriately, they can make a workforce happier, healthier, and more productive – and save

a lot of money over time. EAPs have long been criticized for their ability to report concrete outcomes.

There’s an ongoing debate about the monetary return on investment (ROI) these programs deliver. But

let’s simplify the discussion and focus exclusively on the value they bring in terms of productivity:

\* Statistics show that roughly 1 in 4 adults suffers from a diagnosable mental illness in a given year.

Most of these are relatively mild.

\* The majority of people that have a mental illness live and function fairly normally – and they continue to show up to work. However, a given individual suffering from mental illness is going to have trouble performing their job to their full potential.

\* The *Harvard Business Review* found that workers suffering from depression lose the equivalent of 27 working days each year – 9 because of sick days or time taken out of work, and another 18 due to lost productivity. The exact dollar amount of what this productivity is worth is wildly variable and dependent on the individual, but the core idea is easy to see. Every company has employees suffering from mental health issues. These issues affect performance and productivity. So if companies can reasonably help employees improve their mental health, they have an incredibly strong incentive to do it. Protection against tragedy and subsequent litigation is a very small piece of what EAPs and mental health support programs can do. The real reason why businesses need these programs is twofold. They provide qualified help to employees that need it – and they can help employers gain back a percentage of the working days

that are currently being lost to mental illness. If you’re a business leader, these are the outcomes that will

influence your balance sheet on a monthly basis.