



Helping to keep your life in balance

inConfidence

powered by  LifeWorks

inConfidence is a confidential Employee and Family Assistance Program (EFAP) providing professional support to employees and their families. This service helps individuals manage personal problems that may affect job performance and quality of life. Through clinical and non-clinical services, inConfidence deals with a wide range of issues affecting employees, including relationships, stress, and anxiety.

Our comprehensive program provides employees with core counselling and work life services and includes a full package of services for employers including management consultations, trauma response and ongoing account and communication support.

Companies with programs in place for three or more years had a median yearly ROI of \$2.18.

Source: Deloitte Insights

The inConfidence program offers you:



Confidential support for employees and their immediate family members



Services available 24 hours a day, 7 days a week, 365 days a year in English and French with the ability to accommodate 155 different languages



In person, telephonic, video and chat-based counselling services



Online services offering direct access to a wealth of information and resources including wellness articles, podcasts, and video series



Timely reporting and trend analyses on program utilization*

Designed with the needs of the entire organization in mind, employees and their families can access support and strategies for work, life, health, family, and money. Advisors provide expert guidance and practical work-life services, referrals to specialists, and connections to community resources.

*Report frequency is dependent on group size.



Promoting a healthy workplace

By offering inConfidence as part of your benefit plan you can:

- ✓ Help reduce absenteeism and staff turnover
- ✓ Manage and contain health care and disability costs
- ✓ Increase supervisor effectiveness
- ✓ Attract and retain employees
- ✓ Help guide employees along their mental health journey

Mental health is the number one cause of disability in Canada costing employers an estimated \$50 billion a year in workplace losses. The time to address this issue is now, and inConfidence can help.

Small business? Limited resources?

No matter your organization's profile - inConfidence can work for you!

Small businesses can use inConfidence as a confidential HR solution in the absence of a separate HR department or consultant:

Ongoing Support

- ✓ Management consultations
- ✓ Manager webinars
- ✓ Resources, toolkits, self-assessments, and podcasts for people leaders
- ✓ Wellness seminars and workshops

Tools for Success

- ✓ Program launch support and communication materials
- ✓ Ongoing program promotions and monthly newsletters
- ✓ Employer and people leader orientations

For more information on how inConfidence can meet the unique needs of your organization, please contact your Medavie Blue Cross representative.

