



SUCCESS STORY

At a Glance



Industry: Manufacturing



Accommodation: Return to work



Condition: Depression

An Advocate for Treatment

Employees who have health challenges don't always know how to find help or treatment.

This was true of a mechanic who recently received support from the Workplace PossibilitiesSM team. After several stressful experiences — including the deaths of two immediate family members — happened in quick succession, the employee was diagnosed with a mental illness and unable to fulfill his job requirements. To help the employee successfully return to work, a Workplace Possibilities consultant helped coordinate benefits from another carrier.

Developing a Return-to-work Plan

The mechanic initially used his employer's employee assistance program (EAP) to find a psychiatrist. However, once those EAP-sponsored sessions ended, he regressed and was unsure how to proceed. A Workplace Possibilities consultant spoke with him over the phone and helped him develop a plan.

With the consultant's help, the mechanic found a new doctor, determined questions to ask at appointments, obtained the proper documentation for health providers and stayed accountable for appointments. These were things he might not have otherwise done, or known how to do, on his own.

The result? Once he received the proper treatment, the mechanic was back to work full time. The Workplace Possibilities consultant helped him find the right resources quickly. Without this assistance, he could have added days to his existing disability claim and been away from work for far longer.

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About the Workplace Possibilities™ program

The Workplace Possibilities™ program is a unique, proactive approach to helping employers prevent and manage employee absence and disability. A Workplace Possibilities consultant helps to connect employees with their health management programs and identifies opportunities to keep at-risk employees on the job or return to work faster. The program delivers rapid and measurable reductions in absence- and disability-related costs while also improving the efficiency of the HR team and increasing employee satisfaction. For tips and tools HR professionals can use to help re-imagine the way they manage absence and disability, visit www.workplacepossibilities.com.