

Well-Being Coaching

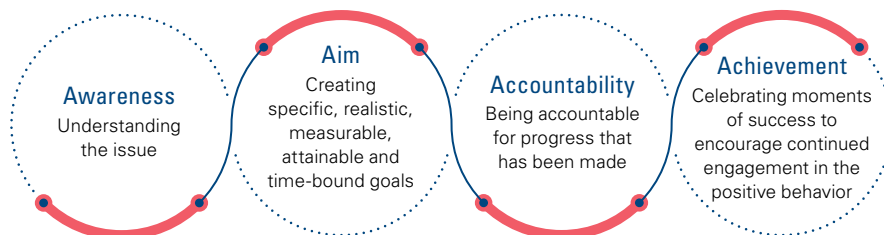
Available for Symetra EAP customers

As the EAP industry leader, ComPsych® knows that employees do not view their lives in compartments, and that social and emotional health, work-life challenges and physical issues are often intertwined. We understand this vital connection between mind, body and lifestyle, and we offer access to coaching services that address various aspects of health and well-being through one holistic solution. Our certified coaches work one-on-one with participants to reduce personal roadblocks and specific risks—addressing aspects of well-being before they evolve into long-term, more costly challenges.

Coaching Designed to Encourage Lasting Behavior Change

The ComPsych® Well-Being Coaching program is designed to meet individuals “where they are,” and is by nature a client-centered and client-driven process. The coaching process empowers clients to discover and reflect on aspects of their well-being that are most important to them, challenging them to envision what their best self looks like and what it will take to get there. Through evidence-based strategies that initiate positive and sustainable behavior change aligned with an individual's core values, they will be better equipped with the tools and resources necessary to achieve success and an overall enhanced quality of life.

Our robust coaching services offer holistic, one-on-one support (via telephonic or video sessions) for a wide variety of issues that may affect an individual's well-being and ability to reach personal goals and milestones of success. Our coaching solution was designed and developed based on following principals:



Our behavioral change specialists work individually with participants to motivate, educate and modify behaviors. We help participants address a wide variety of mental health and life issues, with personalized programs and modules centered around:

- Balancing Competing Needs
- Building Self-Esteem
- Burnout
- Coping with Stress
- Developing Self-Compassion
- Healthy Families
- Finding Motivation
- Resiliency
- Time Management
- Back Care
- Cardiovascular Disease Prevention
- Diabetes Disease Prevention
- Digestive Health
- Exercise
- Healthy Aging
- Healthy Pregnancy
- Intentional Eating
- Learn to Run
- Nutrition
- Sleep
- Tobacco Cessation
- Weight Management

The ComPsych® Difference

- “Build-to-Suit” coaching program designed to meet the needs of each organization
- Fully integrated with GuidanceResources® programs
- Behavioral change specialists to work one-on-one with employees to motivate, educate and modify behavior



Your Life. Your Work. Your Best.®

We empower participants to employ a wide variety of techniques and healthy coping strategies to address emotional and physical health goals, including breathing techniques; enjoyable physical activities; journaling and other self-reflective practices; meditation and mindfulness activities; micro behaviors (e.g., stretching, laughter, etc.); organizational tools; social activities; spending time in nature; and more.

Individualized Approach to Coaching Motivates Participants

Our coaches understand that prompting successful behavioral change is much more complex than merely telling someone to behave differently or handing them a pamphlet. With a goal of building self-efficacy, our coaches utilize a shared decision-making model, which factors in each participant's needs, values and preferences.

Each coaching session is customized around the participant's needs, beginning with a review of their current barriers and successes. The coach listens for the participant to indicate the initial stage of change for each goal, assesses their readiness for change and identifies any underlying behavioral needs that haven't been addressed. Then, coaches move participants through each stage of the Transtheoretical Model of Behavior Change toward the action and maintenance phases.

Our coaches are experienced in providing ongoing support and feedback and keeping participants motivated to make lasting lifestyle changes. They build a rapport with each participant, creating a safe space of support and helping participants advance from feeling stuck to finding success. On average, coaching engagements are completed within three to five sessions, but participants can determine the number of sessions with their coach if they wish to continue sessions, and as long as the individual is engaged in the coaching process.

In some cases, our coaches will work with ComPsych® mental health clinicians or other staff, including legal and financial professionals, to create a hybrid team of specialists that can tackle nearly every challenge the participant may be facing. This team concept has been recognized by the American Medical Association and other accredited health care organizations, whose research has shown that the best approach to a more productive workforce is to address the "total person" holistically.

Coaching Provided by Behavioral Change Specialists

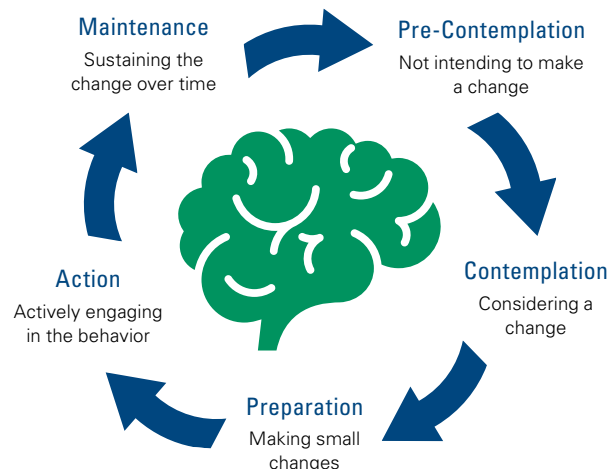
All ComPsych® coaches are certified and hold a bachelor's degree in a health field and have experience using proven behavior modification strategies, interventions and motivational interviewing to help participants make positive behavior changes. In addition, coaches participate in regular supervision and case consultation. ComPsych® also provides ongoing continuing education and training to ensure that coaches are supporting clients with the most current research and best practices in mind.

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Transtheoretical Model of Behavior Change



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