

Management Consultations



A Management Consultation is initiated by HR or a Supervisor to discuss concerns about an employee or workplace situation without the employee being directly involved. An Informal Referral may result if the HR/Supervisor provides information about EAP services to the employee and suggests participation, but participation with EAP is voluntary and confidential. A Management Consultation may also later result in a Formal or Mandatory Referral. **There is no fee to the organization for Management Consultations.**

Connect with an
EAP Management
Consultant

Call • Email • Message • Live Chat 



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Here's how the process works

1

HR/Supervisor contacts the Health Advocate EAP Management Consultant to discuss an employee or workplace concern.

The consultation is confidential and focuses on the employee's behavior and performance, not diagnosis or private information.

2

The Consultant offers guidance on how to approach an employee who may be struggling with a mental health or behavioral concern, helping support early intervention before it becomes a disciplinary issue. Examples include:

- Declining performance, poor attendance, or emotional signs like expressing overwhelm or becoming tearful at work
- Disruptive workplace behavior, including outbursts or conflicts that affect overall team morale
- Safety concerns, like if an employee says something alarming that suggests possible self-harm

A consultation typically happens once, but could involve follow-up for more complex situations.

3

Consultant provides guidance on confidentiality, compliance, and safety concerns, as applicable to the situation.

