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Dear State of Montana Employees:

As we continue to navigate COVID-19 crisis together, we encourage you to also take care of your mental health during these challenging and uncertain times. We have been receiving questions and requests for Employee Assistance Program (EAP) resources and would like to offer easy access to additional information on the resources available to you.

When people experience a crisis or a disaster such as what we are experiencing with the COVID-19 virus, they may experience a variety of reactions, many of which are natural responses to difficult situations. Most people will show resilience after a disaster. Resilience is the ability to bounce back, cope with adversity, and endure during difficult times. Although everyone reacts differently, some of those affected may suffer from serious mental or emotional distress. Individuals may develop or experience an increase in existing mental-health or substance-use problems. Finding treatment and using supportive resources in a timely fashion will help individuals minimize negative outcomes. Addressing stress and other hardships is a critical component of resilience. As employees, we have access through our EAP to several support services that may be beneficial during this time. Below is a list of resources to help you and your households. Please click on the links, and you will be directed to additional information located on our website.

Telephone Counseling Sessions — IBH recognizes that our local counselors are experiencing challenges with clients concerned with coming in for face-to-face visits. IBH will assist state employees with making referrals for telephone counseling appointments and will be adding them to telehealth if interested. Please contact IBH via its website or phone number listed below if you want to arrange for telehealth appointments.

[EAP Benefit Summary](#) — For general information regarding our EAP benefits, including counseling and work-life support services (e.g., child and elder care resources, financial counseling, etc.), please review the EAP benefit summary.

[Resilience Support](#) — General information explaining what resilience is and steps to be achieve resilience.

[When Faced with Stress](#) — Emotional, spiritual, and physical self-care resources are available here.

[Resilience Training Flyer](#) — Individualized confidential 6-month coaching support with a master-level clinician.

[Peer Support Groups](#) — Employees with preexisting mental health conditions should continue with their treatment and be aware of new or worsening symptoms. Employees in recovery from addiction and mental health issues may be losing some of their in-person and/or group support. Please consider the online Peer Support options available through our Employee Assistance Program.

Employee Self-Care Resources

[Don't let Anxiety Control Your Life](#)

[Emotional First Aid Skills](#)

[Stress Signals: When your Body Says Help](#)

[TESS/Mental Health Chatbot Support](#) – TESS is a chatbot that provides convenient and secure emotional support and check-ins. TESS is available 24/7 to chat at your convenience wherever you need.

Managers and Supervisors — Our Manager Assistance Program provides support to supervisors and manager and offers unlimited supervisor consultations with our IBH Clinical Manager support team. Worksite consultants are available to privately help you choose and use the correct resources for unique situations in the workplace. You can speak to a consultant by calling the number listed below. Additional information is available at <https://myrbh.com/Supervisors>.

In addition to the additional resources available, IBH is providing access to a recorded webinar ***Emotional Health: Strategies for managing stress, anxiety, and fear with COVID-19***. This webinar is available for anyone to view and download. IBH will continue to add additional resources for the State of Montana as they become available. **EAP COVID-19 Webinar:** [Emotional Health: Strategies for managing stress, anxiety, and fear with COVID-19](#)

[VIEW WEBINAR AND RESOURCES \[ibhsolutions.com\]](#)

Integrated Behavioral Health (IBH) — 866-750-0512 (Formally Reliant Behavioral Health – RBH)

- EAP resources can be accessed 24/7
- Online: www.ibhsolutions.com
- Access code: **Montana** (not case sensitive)
- Use 866-750-0512 to get assistance and access to all EAP resources

Office of Workforce Wellness Contact Information

- Confidential email box – eap@mt.gov
- Office of Workforce Wellness website: <https://hr.mt.gov/Programs/Worforce-Wellness>

Our goal is that you are aware of the resources that are readily available and together we can continue to work toward a culture where you feel comfortable and encouraged to can access the support you need when you need it. Please feel free to contact us with any additional comments, questions, or concerns. Thank you.