

MCW POSTDOC MENTAL HEALTH & WELLNESS RESOURCES

MCW Employee and Family Assistance Program (Administered By: ComPsych®)

The EAP program covers up to eight (8) sessions per person, per presenting issue, per year. This covers you plus all immediate family members in your household.

- guidanceresources.com
- Call: (866) 379-0237
- Web ID: MCW
- TTY: (800) 697-0353

What services can EAP provide for you and your family?

- Emotional, mental health and addiction support
- Work and personal stress-related challenges
- Relationship and family issues
- Work-life solutions provides referrals and resources for items on your to-do list
- Legal guidance offers a free 30-minute consultation and 25% reduction in fees
- Financial resources to assist with budgeting, taxes, mortgages and more
- Childcare and eldercare resources
- Free Online Will preparation

EAP Formal Referral:

A formal referral to ComPsych, the free and confidential Employee Assistance Program (EAP), is available as a resource for times when developmental resources for a Postdoctoral Researcher is exhibiting burnout, experiencing difficulty with their program, conflict with colleagues or other challenges within their role at MCW would be helpful. The formal referral offers up to 8 free counseling sessions to focus on 1-2 goals. Contact your department supervisor, or email the HR advisor for your department as listed on the [HR Team Assignments list](#) for assistance with getting the EAP formal referral set up.

MCW Health Plan

Mental health office visits are covered as part of your MCW Health Plan benefits. Visit mcwpcn.com to find an in-network provider to meet your needs.

Wellness

The Mission of the Medical College of Wisconsin's Wellness Program is to create and maintain a workplace environment that encourages a healthy lifestyle and individual wellness of all employees. Tools and resources including customized educational programs and activities, health and fitness assessments, and employee surveys are provided to encourage our employee's commitment to a lasting healthy and active lifestyle. Visit infoscope.mcw.edu/Wellness for full list of resources.

Mental Health Vitals: Self Assessment Tools

The [Stress and Depression Questionnaire](#) is a valuable tool to help you connect with resources if you are struggling with depression or anxiety. It is completely anonymous, but at the same time interactive because a member of our clinic will respond if need be. The instructions at the site will explain further. Visit mcwwellness.org/welcome.cfm for more.

Remember: PERMA

- Positive Emotion
 - How do you make room for things that feel good? This isn't some frivolous, feel-good meme. Positive emotions (including gratitude and awe, in addition to happiness) lead to increased life satisfaction by building resilience. In other words, happiness seems to lead to the development of skills and resources for positive life outcomes. We humans have to overcome the 'Negativity Bias'. The cost if we don't? Pessimism. And pessimism is a liability to your health.
- Engagement
 - Identify your strengths and engage them.
- Relationships
 - Put effort into your relationships. Isolation is an ailment. Loneliness and conversely, connectedness are contagious.
- Meaning
 - What do you value? What gives your life purpose? A pleasant life consists of a string of positive experiences and acquisitions. The happiness associated with this tends to be short-lived. A meaningful life has to do with self-expression, serving others and staying connected to your community. This type of life tends to result in longer lasting happiness and greater resilience. Spirituality sometimes fits under this heading and in very general terms this can be thought of as serving something greater than yourself. Caution, a meaningful life can be more stressful. But think of the profession you chose to go into. You knew it was going to be hard, but you have a sense that it is worth it. There is a time and place for learning how to relax/cope/slow down. But sometimes it is good to explore passion and purpose and intensity.
- Achievement
 - Identify your goals and cultivate the skills needed to reach them. Then celebrate your successes and feel your effectiveness. Learners in advanced studies in medicine or other healthcare fields are already high achievers. In fact, the danger among this crowd is developing the sense that you ARE your accomplishments – that your worth equates with your achievements. That's not what this pillar is about. This is about becoming your best and feeling effective. One of the key signs of burnout is a sense of ineffectiveness.

What to do when you are:

THRIVING	STRIVING BUT NOT THRIVING	IN CRISIS
<ul style="list-style-type: none"> - Doing and feeling well - Good work-life balance 	<ul style="list-style-type: none"> - Stressed and overwhelmed - Work-life balance is not good - Feeling burnt out 	<ul style="list-style-type: none"> - Immediate help - Acute crisis
<p>Get involved:</p> <ul style="list-style-type: none"> - Connection Groups - Postdoc Advisory Committee (PAC) - Institutional opportunities <p>Develop & maintain relationships</p> <p>Utilize MCW Wellness Resources</p> <p>Seek therapy as needed:</p> <ul style="list-style-type: none"> - Employee and Family Assistance Program (EAP) 	<p>Reach out to:</p> <ul style="list-style-type: none"> - Your mentor - Office of Postdoctoral Education (414) 955-8496 postdoc@mcw.edu - Seek therapy <ul style="list-style-type: none"> o EAP 	<p>Seek help immediately from one of these sources:</p> <ul style="list-style-type: none"> - National Suicide Prevention Hotline: 988 - The Trevor Project: (888) 488-7386 - Crisis Text Line: Text START to 741741 - Milwaukee 24-hour Domestic Violence Hotline (414) 933-2722 - Veterans Crisis Line (866) 488-7386

MCW Contacts:

- MCW Public Safety: (414) 955-8295 (24/7)
- ComPsych: (833) 927-1860 (24/7)
- MCW Office of Postdoctoral Education: (414) 955-8496 (8:00 am – 4:30 pm)

Additional Contacts:

- National Suicide Prevention Hotline: 988 (24/7)
- The Trevor Project: (888) 488-7386 (24/7)
- Crisis Text Line: Text START to 741741 (24/7)
- Milwaukee 24-hour Domestic Violence Hotline: (414) 933-2722
- Veterans Crisis Line: (866) 488-7386 (24/7)