

DOES YOUR EAP USE THE EAP CORE TECHNOLOGY?: A QUICK QUIZ

	EAP Core Technology Component	Rating for Level of Regular Use at Your EAP	Explanatory Comment for Rating
1	The identification of employees' behavioral problems includes assessment of job performance issues (tardiness, absence, productivity, work relationships, safety, etc.)	Low=1 Med=2 High=3	
2	The evaluation of employee's success with use of EAP service is judged primarily on the basis of improvement in job performance issues.	Low=1 Med=2 High=3	
3	Provision of expert consultation to supervisors, managers and union stewards on how to use EAP policy and procedures for both employee problems and for management issues	Low=1 Med=2 High=3	
4	Availability and appropriate use of constructive confrontation techniques by EAP for employees with alcohol or substance abuse problems	Low=1 Med=2 High=3	
5	The creation and maintenance of micro-linkages with counseling, treatment and other community resources (for successful referral of individual EAP cases)	Low=1 Med=2 High=3	
6	The creation and maintenance of macro-linkages between the work organization and counseling, treatment and other community resources (for appropriate role and use of EAP)	Low=1 Med=2 High=3	
7	EAP has a focus on employees' alcohol and other substance abuse problems	Low=1 Med=2 High=3	
	TOTAL SCORE (range of 7 to 21)		

NOTE: Above seven themes adapted from works of Dr. Paul Roman and Dr. Terry Blum, authors of "The Core Technology of Employee Assistance Programs" seminal articles published in 1985, 1988 and 1990.

Developed by Mark Attridge, PhD

Mark Attridge, Ph.D. (612) 889-2398 mark@attridgestudios.com