

Stressed? Struggling? You're not alone.

HELP IS JUST A CALL OR CLICK AWAY.

Recognize the signs of a crisis, and use this brochure to find the resources you need. There is always help—no matter how tough things may seem.

If you are unsure of how to find resources, please email GTWellness@gtlaw.com or HRBenadmin@gtlaw.com.

As a GT employee, you have access to benefits and resources to help you through your time of need—whatever your stress level or the situation you're facing. So, you never have to go it alone.

GT Talent Services
Attract | Develop | Support | Empower

SIGNS OF CRISIS

Here are some key indicators to watch for—in yourself and others—that could signal an emotional crisis:

- A clear and abrupt change in behavior
- A loss of interest in activities that were previously enjoyed
- A withdrawal from social activities and relationships
- A marked decline in work product quality
- An abrupt change in routine, such as someone who was always early or on time becomes habitually late
- An abrupt change in appearance, such as weight loss, weight gain, or lack of hygiene
- Dramatic mood swings, like anger, confusion, sadness, depression, or anxiety
- Frequent substance use, often to the point where it interferes with daily life

Source: American Psychological Association

HELPING SOMEONE IN CRISIS

If you see a loved one or a colleague struggling, consider taking these actions:

- **Check on them.** Ask privately: “You don’t seem quite like yourself lately. Is there anything you want to talk about?” Remind them you’re there to listen if they want to talk.
- **Just listen.** Avoid any statements that may minimize their situation or feelings. It’s best to omit judgments and opinions altogether.
- **Encourage them.** Without minimizing their experience, remind them that while things seem tough now and may even feel hopeless, the situation will get better. Reinforce that they’re cared for and valued.
- **Direct them to crisis resources.** There are a number of crisis resources—both within the firm and externally—available to anyone who needs help. It’s important to be familiar with these resources so you can point your loved ones or colleagues to them if needed.



The EAP is open to all U.S. GT employees and members of their households. You do NOT need to participate in a GT medical plan to access these services.

GT’s EAP provides:

- Immediate, unlimited, and confidential support by phone
- Five confidential and FREE face-to-face counseling sessions per incident, even if you don’t participate in a GT medical plan. Face-to-face visits can be in person or virtual

What stress looks like

We all experience varying degrees of pressure, both at work and at home. And depending on our emotional state, everyday tensions can become magnified: small concerns can feel like major problems, while bigger issues can seem like insurmountable obstacles. Often in these moments, the best solution is to pause, take a breath, and reach out for help.

HOW IT LOOKS

WHERE TO GO FOR HELP

MODERATELY STRESSED



Irritants that normally wouldn't bother you are driving you crazy. Between the constant phone calls and endless meetings, you want to scream.



You can't remember your last full night of uninterrupted sleep. How will you do your job when you're in a constant state of exhaustion?

Employee Assistance Program (EAP) through Optum - All Attorneys, Staff and Household

- Five FREE face-to-face counseling sessions per incident
- 1-866-248-4096 or liveandworkwell.com (access code: Greenberg)

Additional resources

- Lawyers Depression Project (lawyersdepressionproject.org): for all legal professionals
- Talkspace (liveandworkwell.com): video chat or text a licensed therapist

MODERATELY STRESSED AND WORRIED



Your spouse has become antisocial and spends most nights alone on the couch, watching TV, and drinking. Should you be concerned?

Substance Use Treatment (SUT) Helpline

- 1-855-780-5955 or liveandworkwell.com/recovery

Substance abuse/addiction benefits through UnitedHealthcare (UHC)

- Must be enrolled in a GT medical plan
- 1-833-312-1227 or 1-800-864-9427 or myuhc.com

Additional resources

- Alcoholics Anonymous (aa.org)
- Al-Anon (al-anon.org): for family and friends of alcoholics
- Substance Abuse and Mental Health Services Administration (samhsa.gov)



You're chronically stressed and you've lost so much weight. You're finally thin—how come you feel so terrible?

National Association of Anorexia Nervosa and Associated Disorders (anad.org)

DEPRESSED OR ANXIOUS



You've been lying in bed for the past hour, too depressed to start your day. Taking that first step feels impossible.



You've been caring for someone with a serious illness. You're physically and emotionally spent.



You've recently lost a close friend or loved one, and you're finding it hard to engage in even the simplest of tasks.



Your coworker seems out of sorts since their divorce. They're missing meetings and deadlines. Is it your place to ask them if they're okay?



You might have to declare bankruptcy. You feel like you're in a hole that you'll never climb out of.

Employee Assistance Program (EAP) through Optum

- Available to all Attorneys, Staff and Household
- Five FREE face-to-face counseling sessions per incident
- 1-866-248-4096 or liveandworkwell.com (access code: Greenberg)

UHC mental health coverage (for GT medical plan participants)

- When you've exhausted your free EAP visits, your UHC coverage kicks in
- Find a face-to-face or telemental provider at liveandworkwell.com (access code: Greenberg; in the top menu, select "Find a Resource" and then "virtual visits")

Additional resources

- National Institute of Mental Health (nimh.nih.gov/health)
- Lawyer Assistance Programs - Each State Bar Association offers confidential counseling and other forms of mental health and substance use treatment assistance (americanbar.org)

Financial counseling through the EAP (Optum)

- 1-866-248-4096 or liveandworkwell.com (access code: Greenberg)

Additional resources

- Gamblers Anonymous (gamblersanonymous.org/ga)
- Debtors Anonymous (debtorsanonymous.org)



Your coworker has been making rude remarks to you that you perceive as homophobic. You feel anxious every time you step into the office.

- Contact **local office leadership** and Talent Services
- Email the Wellness Team at GTWellness@gtlaw.com or the **National Benefits Team** at HRBenadmin@gtlaw.com

IN CRISIS



You can't stop thinking, "The world would be better off without me." You feel out of control and afraid you might hurt yourself or someone else.

IF YOU'RE IN CRISIS, STOP AND CALL 911.

National Suicide & Crisis Lifeline - 24/7

- **Call or Text 988 to connect directly**
- Can also call 1-800-273-TALK (8255)
- Learn about Chat at 988lifeline.org/chat
- **Suicide Prevention Resource Center (sprc.org)**



Your drinking might be a problem. You drink a lot and you drink alone. It's affecting your relationships, your health, and your work.

Substance Use Treatment (SUT) Helpline

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Substance abuse/addiction benefits through UnitedHealthcare (UHC)

- Must be enrolled in a GT medical plan
- 1-833-312-1227 or 1-800-864-9427 or myuhc.com
- **Alcoholics Anonymous (aa.org)**