

Sobel & Raciti Associates, Inc.

# Sobel & Raciti Associates

*Your  
experienced  
human  
resources  
partner*

[www.sobelandraciti.com](http://www.sobelandraciti.com)

## Responding to the needs of today

At Sobel & Raciti Associates we understand the many issues confronting employees today – from the daily stress of balancing work and family to the daunting challenges of depression and other psychological problems. Providing solutions to a full range of worklife issues is our sole focus.



Harry J. Sobel, Ph.D.



Michael A. Raciti, Ph.D.

Sobel & Raciti Associates was founded in response to a corporate need to improve employee performance, retain valued team members, reduce conflict, enhance interpersonal communications at work, and help employees balance their work, family and personal lives. Sobel & Raciti Associates is a service-driven company that provides a full range of personalized, cost-effective solutions that address the critical needs of people today, both at home and at work.



The core of our offering is the LifeScope Employee Assistance Program (EAP). We also offer organizational consultation, team conflict management, management coaching, workplace violence assessments and research services to corporations and non-profit institutions.

LifeScope is a comprehensive, customized program that goes beyond traditional EAPs, providing solutions to a wide range of employee issues both large and small.

## Experienced professionals, practical solutions

What sets Sobel & Raciti Associates apart from other EAP providers? In a word, people. Our staff of consultants and counselors balance a high degree of practical experience with an exceptional level of compassionate commitment.

Our founding partners, Dr. Harry Sobel and Dr. Michael Raciti, draw from their extensive consulting, clinical, business, and research backgrounds to provide a unique, highly personal perspective on employee worklife. Throughout the firm, we share their commitment to enhancing the quality of life for employees at every level of an organization, with an eye towards increasing peoples' performance and resiliency at work and at home.

Most importantly, we believe improving your employees' worklife is a team effort. Whether through individual consultations, corporate-wide group programs, or urgent interventions with executives, the licensed staff at Sobel & Raciti Associates remains committed to a working partnership with your company's HR management and staff.

Sobel & Raciti Associates provides practical solutions to today's workplace challenges:

- **Balancing** the pressures of work and family
- **Retaining** trained and valued employees
- **Reinforcing** resiliency in the workforce
- **Responding** creatively to change and stress
- **Reducing** team conflict
- **Supporting** positive mental health
- **Locating** resources for busy families
- **Coaching** leaders and managers
- **Creating** high performance teams



## The Sobel & Raciti Advantage

We've heard what our competition has to say about Sobel & Raciti Associates. That we're not a huge, national player. That we don't even offer a managed-care/EAP product. And they're right. We don't offer a blended managed-care product where the EAP serves as a gatekeeper. And we don't want to either.



Unlike many of our competitors, Sobel & Raciti Associates focuses solely on customized solutions that address the personal, work and family concerns of your employees. Our comprehensive LifeScope EAP is designed to help your employees – not case manage them. Our solutions are not the least expensive . . . just the most cost-effective.



As for our size, Sobel & Raciti Associates is both large and small enough. We're small enough to remain hands-on, flexible, personalized, and accessible . . . yet large enough to respond to the complex requirements of large, multi-state corporations.

Ask around. You'll find that Sobel & Raciti Associates consistently delivers quality services and personal care with value and compassion. No wonder our corporate client retention rate is above 95% for 10 years running.

**For a confidential discussion of your organization's EAP needs, contact us today at (800) 227-2195.**

# Why choose Sobel & Raciti Associates?

## Expertise & Training

Our staff consists solely of state licensed doctoral-level psychologists and MSW social workers. No weird, alphabet degrees or semi-professional wannabes. Just the real thing.



## Compassion

When your employees call Sobel & Raciti Associates, there's no impersonal phone mail maze to navigate. They will speak with real, live people who care.

## Partnership

We maintain close working relationships with our clients' HR departments. Some say they see more of us than they do their own spouses!

## North American Provider Network

We have an extensive network of clinicians that are thoroughly screened and licensed in their state or province. All are rated by your employees, anonymously. Those receiving poor ratings end up on our competitor's networks.

## Continuity

We have an exceptionally satisfied staff, resulting in an unusually low turnover rate. So when you call us, you can expect the same professionals to be there. Ask our competitors about their own staff retention rates!

## Responsiveness

We're "on call" for you and your employees 7 days per week, 24 hours a day. All phone calls and emails are returned by the end of each business day. We will see your employees quicker than any other EAP firm.

## HR/Managerial Consultations

We specialize in consulting to your company on vexing employee relations issues. We do it well, and enjoy the process.

**We're fun to work with – give us a call and see for yourself.**