

The Power of Cognability™

Addressing mental health claims in the workplace
with urgency and compassion



Cognability delivers positive results for even the most challenging mental-health claims.

OSI's Cognability program provides immediate access for employees suffering from depression, anxiety, and other mental health conditions through cognitive behaviour therapy. The focus is on developing resilience skills and returning to work.

What makes Cognability different?

The program is different from others in three ways:

1. Timely Identification: The OSI Recovery Facilitator can quickly determine if an employee could benefit from the Cognability™ program. An initial assessment is made as soon as possible.

2. Condensed Timeframe: The entire program takes approximately eight weeks. However, thanks to the effectiveness of the Cognitive Behavioural Therapy (CBT) and resilience building within the program, employees often return to work within the first few weeks.

3. Frequent Communication: Although specific medical information is never shared with the client, the Recovery Facilitator is in frequent communication with the manager to discuss hours, return to work and possible modified duties.

Cognability is a key tool for OSI Mental Health Specialists and Advisors because its design ensures appropriate treatment and care for employees, plus it supports them in developing skills to function in their specific work environment.



Cognability follows several well-defined steps

When the case is mental health in nature, one of our specially qualified Recovery Facilitators contacts the employee immediately to determine if our Cognability program is appropriate.

If the fit is right, the Recovery Facilitator makes a referral to the program. The employee is assessed by our provider of psychological services **within 48 hours of notice of claim.**

At Organizational Solutions, the process:

- identifies symptoms of psychological distress quickly
- makes a significant initial assessment
- builds a comprehensive treatment plan
- includes supervised psychotherapy (twice per week)



Mental health care practitioners work closely with Organizational Solutions, Recovery Facilitators, and any other current or previous health practitioners treating the individual.

Cognability is often used in conjunction with Pharmacogenetics

A simple Pharmacogenetics test can mean the difference between timely and sustainable recovery, and lingering symptoms.

Pharmacogenetics is delivering tremendous results in matching people up with the right prescription medications.

Just like everyone's DNA is unique, so is our reaction to certain drugs. Pharmacogenetics is the study of how people respond differently to drug therapy based upon their genetic makeup or genes, so that medications can be changed or updated if the therapeutic results aren't apparent. OSI can arrange for pharmacogenetics testing for any employee, in the Cognability program or not.



One-size-fits-all prescribing method



Intended effect Toxic effect No effect

Personalized prescribing method



Intended effect Intended effect Intended effect



For more information about Cognability and Pharmacogenetics services and how OSI can support your employees and organization, please call **1.866.674.7656** or visit orgsoln.com



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