

Unbridled Identity

“When you are faithful to the risk and ambivalence of growth, you are engaging life.”

John O’Donohue

Growth isn’t easy, but it is engaging. It’s also a key tenet of the Unbridled cornerstone, Change, and our constant pursuit of higher ground. Unfortunately, there may be blind spots in certain areas of our lives that work against us in that pursuit, and keep us from “open[ing] our minds, hearts, and wills to the process that connects us with our best future possibility.” (Otto Scharmer, *Leading from the Emerging Future*)

To facilitate the process of identifying and engaging those blind spots, **Unbridled Identity**, a service offered by UnbridledACTS, is being made available to the Unbridled community for those in need of counseling, recovery, and other treatment resources.

What it Looks Like

UnbridledACTS will provide confidential and voluntary assistance through **Unbridled Identity** to all employees of Unbridled, and their immediate family members, facing the complex and dynamic challenges of dominant addiction, marital problems, child wellness, psychological concerns, and emotional health. For the overall health of employees and the company, we encourage Unbridled employees to take advantage of this valuable benefit.

Each year, UnbridledACTS will designate funds in the annual budget that allow **Unbridled Identity** to supplement 50% of the cost of therapy, or counseling, per employee and/or their qualified family member. The supplement will be offered as long as the designated funds are available in the Unbridled Identity Fund for that budget year, unless additional funding is approved by the UnbridledACTS Board of Directors.

UnbridledACTS will offer assistance through a preferred group of qualified therapists and counselors who agree to direct billing services with UnbridledACTS. Employees may recommend therapists, or counselors, for review and evaluation to be considered for addition to the preferred group of providers on an annual basis.

How It Works

Participants in the program will pay half the cost of counseling, limited to one visit per week, directly to their provider, with the balance being paid directly to the provider by UnbridledACTS. If additional visits per week are recommended, the balance of payments will be the responsibility of the employee or family member.

How to Ask for Help

Employees may reach out to the VP of People & Possibilities and/or the Executive Director of UnbridledACTS, to initiate the referral process. These requests will be held in strict confidence, and based on the nature of the request, the employee will be referred to an appropriate preferred provider, or be given the opportunity to evaluate and make their own choice from the list of

providers. All decisions regarding course of treatment will be between the employee and their chosen counselor or therapist. Ongoing participation is completely at the employee's discretion.

Planning for appointments

In the event that an appointment with a preferred therapist, or counselor, cannot be scheduled outside of normal work hours, it will be regarded the same as other doctors' appointments. The employee is expected to follow company PTO and notification procedures as outlined in the Unbridled Employee Handbook.

Confidentiality

All contact between the employee, employee family members, and parties related to ***Unbridled Identity*** services is held in strict confidence. All participating therapists and counselors are credentialed and guided by a professional code of ethics.