

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

Retirement celebrations are a great opportunity to provide meaningful recognition and show how much you value your employees. As the baby-boomer generation leaves the workforce in record numbers, here are some ideas to make retirement recognition more meaningful.



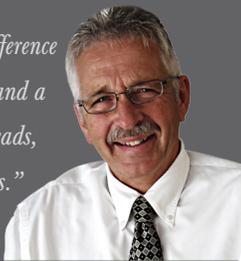
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1. It's a party, celebrate!
 2. Invite family members and relevant external partners
 3. Highlight their history and speak to their contributions
 4. Thank them publicly for their service
 5. Present a gift specific to them
- No matter what kind of celebration you throw, honor the retiree and express appreciation for their years of hard work.

"People ask the difference between a leader and a boss. The leader leads, and the boss drives."

—Theodore

Roosevelt



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THE ART OF INTERVIEWING FOR TALENT

Engaged teams optimize productivity, cooperation and produce the best ROI. Managers who hire for maximum engagement accept that folks are differently motivated. They know that reality filters differ. Every applicant is wired differently to excel at a role... Is your open position that role? Satisfaction from a particular kind of achievement also differs! Will this fit the candidate's achievement niche?

Talent that *fits* is critical. Talent is not a rare and secret gift bestowed upon celebrities. Talent is a "recurring pattern of thought, feeling, and behavior that is productively applied." Key word? *Recurring!*

Articulate talent needed and existing talent. Know how you set expectations. Do you resonate with structure and regular updates? Alternatively do you set long term goals and celebrate creativity focused on end results? What about the 'air' your organization breathes. Is strict compliance with established protocol rewarded or does the atmosphere nurture entrepreneurial outside-the-box ideas and celebrate the unconventional?

Evaluate how the candidate will *compliment* versus *replicate* current talent in the interview. This may be done by focusing on known employee engagement attributes (underlined):

- Tell me about a work experience where you persisted at an extremely difficult task.
- Tell me about when you did not meet job expectations? ...When you exceeded expectations?
- Give me an example when you reached out to help a teammate that was clearly beyond expectations placed on you.
- Tell me about a time you took the initiative to enhance productivity or improve collaborative effort.
- When you stepped out to initiate improvements, how did your teammates respond? How did your superiors respond? How did you feel?
- Tell me about a role at work where you really fit well. Team wise? Skill wise?



Connections Inc. Employee Assistance Program's mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

News and Notes:

Opioid Abuse Identified via Prescription Drug Claims Review. The International Foundation of Employee Benefits reports a survey indicating that more than 25% of employers are participating in health benefit claims reviews to identify opioid abuse and another 25% are considering doing so. The same survey revealed that 67% of employers believe that substance abuse challenges are greater now than five years ago. <http://www.ifebp.org/Pages/default.aspx>

Curbing Prescription Drug Abuse.

Connections encourages all efforts for early intervention. Early stage addiction is so much more treatable than late stage addiction! Once intervention at work leads to EAP assessment and treatment as a solution plan, remaining engaged with employees entering treatment, during treatment, post treatment and return to work will dramatically increase positive outcomes! (Bernie McCann, PHD, CEAP Journal of Employee Assistance 2017 Quarter III)



Automation and EAP Clients of the Future. Bombarded with technical stimuli is an existence both disconnected and distracted. Author John Naisbitt described human beings as living in “a technologically intoxicated zone.” As a result we struggle to bring back ‘high touch’ into our lives. Employees and support teams such as EAP’s must work closely together to help people preserve their humanity!

High Tech High Touch: Technology and Our Search for Meaning 1999. John Naisbitt (Author), Nana Naisbitt (Author), Douglas Philips (Author)



Maynard's Corner

What do clients say about their EAP?

Here are a few employee examples:

- I'm very grateful for the help I received with my family situation through my EAP.
- This program was very quick to get me in touch with someone to help me and I appreciate the help I received. This is a great program that is very helpful.
- We believe EAP helped us turn a corner towards emotional healing after my brother's death.



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Employers have made similar comments. We can do the same for you!

NEXT ISSUE: Is the Boss in the Mirror the One You Want to Work for?

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