

CONNECTIONS^{INC}

Employee Assistance Program | Employee & Family Solutions

LEADERSHIP AND THE EAP

Vol. 13 No. 2 925 Westview Drive, Rock Valley, IA 51247 (712)-476-2889 or 1-800-779-6125

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A Little Less Stress

I've bent the rules and looked the other way when problems have occurred because I know my employees work hard. Now some conduct problems are increasing and I feel betrayed – like employees are taking advantage of my good nature. How do I deal with behavior that goes 'too far?'



Workplace leaders can develop a supervisory style which later can come back to “bite” the supervisor. Taking a firm stance with employees often feels like a personal risk of rejection. Acceptance by a peer group is a legitimate and basic human need! It is

easy to rationalize one’s own need for acceptance as a conscious decision to “go easy” or “give hard working employees a break!” The leadership team at work is a supervisor’s legitimate peer group. Work at building a visible, strong, and supportive relationship with the leadership team, including your human resources staff. Without such a bond, supervisors are prone to acquire friendships with those they supervise, then depend on them for validation. The supervisor loses credibility because of the inevitable disparity between the need to enforce rules and remain friends with those who must be supervised. Consider working with the EAP. Some honest self-assessment and coaching is a great way to gain skills and confidence needed to implement change and make your work life less stressful.

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. **Please check your wallet cards or contact your HR department for your username and password.**

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Information. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Leadership Orientation Schedule

Session B

Thursday, March 10, 2016

Sheldon, IA

8:00am – 12:00pm

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) to register and for more details.

Connections Website: www.connectionseap.com