

## LEADERSHIP AND THE EAP

Vol. 13 No. 8

925 Westview Drive, Rock Valley, IA 51247 (712)-476-2889 or 1-800-779-6125

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### Respect, Can you earn it?

**Employees should respect me as a supervisor, right? That's what they are getting paid for, aren't they? I have big problems with the phrase, "You have to earn respect."**

You are both right and mistaken. Respect means, "To feel or show esteem (or recognition) for" (American Heritage Dictionary). According to this two-part definition, respect is something you can receive from your employees, but not something you can force them to feel. You need employees to come to work with their heart and mind as well as their limbs. When employees view you as "respectable" your influence on productive behavior is optimized! The latter is important because without it you can expect attitude and other behavior problems. Obviously then, earning respect is important and gives credence to the adage you cite. You will *have to*



*earn respect* to ensure that employees feel it and consistently treat you with respect.

Supervisors should recognize that they share responsibility for the quality of the relationship that exists between them and their

employees. Many supervisors don't understand and assume that a lack of respect is the problem, when in fact the relationship is problematic. The supervisor must be part of the solution.

#### **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 Resources. (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, September 15, 2016**

**Friday, September 16, 2016**

**Thursday, November 17, 2016**

**Cherokee, IA**

**Scottsbluff, NE**

**Sheldon, IA**

**10:00 am**

**8:00 am (MT)**

**8:30 am**

**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](http://www.connectionseap.com)**

Information provided in LEADERSHIP and the EAP is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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