

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 17 #2

A Message from Matt

Loyalty is powerful. We frequently talk with people concerned about a friend, a family member or a co-worker's use of drugs or alcohol. Often, it's a feeling of loyalty that prevents them from addressing the issue. They fear getting them in trouble or risking their relationship, so they do nothing. By doing nothing, they are enabling. True loyalty puts others well-being above your own fears and is willing to risk a relationship to promote healing. If someone you know is struggling with addiction, contact Connections EAP to start the healing process.



MATT VISSER, CEO
matt@connectionseap.com

*I have learned...
Being kind is more
important than
being right.*
Andy Rooney
(1919-2011)



ANDY VISSER
andy@connectionseap.com

THE MID-CONVERSATION TEXT MESSAGE

Using your phone at inappropriate times? You are annoying your boss and colleagues. This is from research conducted with full-time working professionals earning above \$30K and working in companies with at least 50 employees. The findings:

- 86% think it's inappropriate to answer phone calls during meetings
- 84% think it's inappropriate to write texts or emails during meetings
- 66% think it's inappropriate to write texts or emails *even during lunch meetings offsite*
- The more money people make the less they approve of smartphone use
- Youthful employees are 3x's more likely to think smartphone use during meetings is 'OK'
- Employees born 1980 -1997 are the least likely to see that their smartphone use in meetings a harming their careers. **



Research participants report that the following are inappropriate regarding smartphone use in meetings:

- **Lack of respect.** You communicate "the information/person on my phone is more important than the conversation/people sitting right in front of me."
- **Lack of attention.** You are unable to stay focused on one thing at a time.
- **Lack of listening.** *Active listening fiasco.* Those around you experience being '**not heard.**'
- **Lack of power.** Like a modern-day Pavlovian dog, **others control you** as you 'salivate' at the buzz of your phone.
- **Lack of self-awareness:** You don't recognize how absurd your behavior looks to others
- **Lack of social awareness:** You don't identify how your behavior affects those around you.

**If sharing this briefing with your team doesn't end smartphone use in meetings, take a page out of the Old West! A basket at the door, an image of a smart phone and message: "Check weapons of *non-attention* upon entering!"

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 EPIDEMIC. OxyContin is blamed for setting off the opioid epidemic. 15,000 people in the United States fatally overdosed on prescription painkillers in 2015. Purdue Pharma (identified in a 2015 Connections brief regarding unethical marketing to physicians) continues to make news with OxyContin (\$35 billion in sales since 1995). In 2007 Purdue paid a \$630 million federal fine for willfully misrepresenting risks of use. \$24 million has been awarded the State of Kentucky. Multiple local governments and independent legal actions are pending against Purdue. \$100 million here, a few \$100 million there and \$100 million everywhere... The cost of doing business for a group with \$35 billion in sales? Moral outrage is in order!!!! (www.buzzfeed.com, & *Portland Press Herald, Portland, Me. Mar. 14 2017*)



DRUG TESTING CLEARINGHOUSE. The US Department of Transportation Federal Motor Carrier Safety Administration announced in December 2016 a Final Rule establishing a nationwide clearinghouse for records of federal drug and alcohol testing violations. The Final Rule requires motor carriers (employers) medical review officers, third party administrators and substance abuse professionals to report any information about CDL drivers who test positive, refuse testing, and complete or fail to complete drug & alcohol rehabilitation (*Journal of Employee Assistance, 2017 Qu. 1*)

INTERNET GAMING DISORDER? “Addicted” to video games. Some researchers claim that this is “digital heroin.” The American Psychiatric Association has identified internet gaming disorder as a possible psychiatric illness. The World Health Organization has proposed including “gaming disorder” in its catalog of mental diseases, along with drug and alcohol addiction. Two psychologists* believe that pathologizing of relatively normal behavior minimizes the more real problems connected to highly addictive chemicals. “I always use X to relax after a bad day” is a common question to determine addictive disorders. These practitioners claim If **X** is methamphetamine, that’s a worrisome choice... but if **X** is playing video games how different is that from unwinding after work by knitting, watching sports or playing bridge?



Maybe the human creature is capable of pathologizing almost any behavior. Disease may not be the best choice of labels. Full blown chemical dependency has ‘out of control’ characteristics, negative personal, social and health consequences which always ‘snowball.’ If video gaming is unwinding, fine. However, gaming studies, well documented particularly in South Korea, demonstrate negative consequences. Social isolation, various illnesses, lack of empathy – all connected to this obsessive behavior are serious.** As a culture, we lose when the ‘prisons’ of human inclinations are ignored.

NY Times Sunday Review, April 1, 2017. Christopher J. Ferguson, a professor of psychology at Stetson University, and Patrick Markey, a professor of psychology at Villanova, are the authors of “Moral Combat: Why the War on Video Games Is Wrong.” <http://www.bbc.com/news/technology-32996009>*

Maynard's Corner

There is no deductible to meet, no co-pay to make and no co-insurance costs. Connections Inc. EAP's continue to provide a consistent place to take better care of ourselves, families, employees and employers. Please go to our website www.connectionseap.com and select the “Connections EAP Video”. Our 5-minute video explains many of the benefits available and emphasizes confidentiality and no money out of pocket.



MAYNARD WELLIK
maynard@connectionseap.com
Direct Phone: (515)890-0663

Connections Inc. EAP provides a positive return on investment. Contact me to learn just how economical a comprehensive EAP with Connections can be.

NEXT ISSUE: The Art of Interviewing for Talent

CONNECTIONS INC.

925 Westview Drive, Rock Valley, Iowa 51247 | Call (712) 476-2889 or 800-779-6125 | FAX (712) 476-2464

www.connectionseap.com | E-mail at: andy@connectionseap.com