



SELF-CARE & GOOD LEADERSHIP

I have an extremely demanding and negative employee. He is negative, verbally abusive to younger employees, usually behind my back. His explosive temper is legendary. Individually the quality and quantity of his work is excellent. I have confronted him often with no or very short-lived change. I am simply tired!

Leaders are expected to deal with highly frustrating and escalating emotions. A leader is not allowed a bad day or to say the wrong thing or to fly off the handle. This creates a legal risk for the organization and the individual. So think about it for a moment,

where does today's supervisor go with the pressures and demands in her/his role?

We all experience that emotional exhaustion – an infuriating complaint from an employee who is consistently loud, irritating and negative. You've 'had it!' Outing frustration on the employee or others at work is not an option. Unspent fury and fatigue can propel outbursts toward those we love and trust the most at home. Not at all effective stress management!

Leaders need a planned process for self-care and support before exhaustion sets in – possibilities include:

- Be honest with yourself – perhaps you are unprepared for your own fatigue
- Connect with and motivate one of your star performers
- Schedule a break with a trusted peer leader
- Identify a talented newer team-member – discover what makes him/her 'tick'
- Talk with your EAP – a phone call or a few hours with an EAP counselor as coach



Leadership Orientation Session B

Friday, Mar. 16, 2018
8:30am - 11:30am
Sheldon, IA

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

www.connectionseap.com

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.)

Information provided in this newsletter 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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