



INTERNET ADDICTION?

Other than spending a lot of time online, what are the workplace signs of an employee with an Internet addiction?

Internet addiction is not yet recognized as a psychiatric disorder, but those who struggle with it often suffer other forms of compulsive



Leadership Orientation Session B

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behaviors related to Internet use, like online gambling and gaming. You may not witness the compulsive use of the Internet with an employee you supervise, but you can often see and measure consequences. These serve as the basis of the supervisor's referral of the employee to the EAP. You should anticipate an irregular cycle of improvement and a return to unsatisfactory performance as you begin to confront these problems. Compulsive use of the Internet is an insidious addiction that consumes time, which is a finite resource. This means other tasks and responsibilities must be left undone due to procrastination, purposely ignored, rescheduled, accomplished less frequently, or completely eliminated from the

compulsive user's mental to-do list. These things could include assignments, organizing an office, paying bills, filing, emptying the trash, or even personal hygiene. Note that you may never associate these problems with Internet addiction. The solution is to focus on the specific performance discrepancies by holding employees accountable to resolve their problem behaviors. Your leverage is holding the problem employee accountable for task and teamwork! Consult early on with your HR department and your EAP. A well thought out plan is needed to anticipate excuse making. Obsessive (addictive) type disorders are maintained when diversionary tactics serve to delay supervisor intervention.

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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