



## BRINGING OUT THE BEST FROM YOUR TEAM

**How can the EAP help me as a supervisor in developing and improving my relationships with employees?**



You are commended for recognizing that the supervisory role is largely dependent on the effectiveness of the relationships with your employees. Components of this relationship include:

- being your authentic open self
- patience
- demonstrating personal vulnerability (supervisors are not always right!)
- personal integrity & reliability
- advocacy when needed
- delaying personal gratification to benefit others
- celebrating the success of others

These relational components have a huge influence on the job satisfaction and productivity of your workers.

There is more to fine-tuning these attributes and skills (often called 'emotional intelligence') than many supervisors realize. Your EAP can assist with ways to improve relationships, motivate employees, utilize their talents better, help them feel rewarded, listened to and understood. All of these efforts contribute to the key component of cooperative performance – TRUST. Trusted leaders bring out the best talent, ideas, cooperation, solutions and teamwork! Trusted leaders are easily forgiven by their employees. These are relationship skills that the EAPs' expertise can help you attain and develop.

### Leadership Orientation Session B

Watch for Upcoming Classes

#### 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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