



PLANS FOR A STRONG PERFORMANCE

I am a new supervisor. What are the top complaints from employees about supervisors? I plan to avoid all of them.

A national 2015 Harris Poll was conducted that asked employees this question. (Read about it in the Harvard Business Review online at hbr.org (search bar “top complaints”).) These complaints,

starting with the most frequently cited, are:

1. not recognizing employee achievements
2. not giving clear directions, not having time to meet with employees
3. refusing to talk to subordinates, taking credit for others' ideas
4. not offering constructive criticism, not knowing employees' names

5. refusing to talk to people on the phone or in person
6. and not showing an interest after employees' self-disclosure regarding their lives outside work

Keeping this list in mind, conducting a self-assessment, and working to champion all of them will produce more engaged and happier employees, reduce turnover, and play a role in helping your bottom line. The EAP can help you be a stronger performer in any of these areas where you think you fall short.



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.