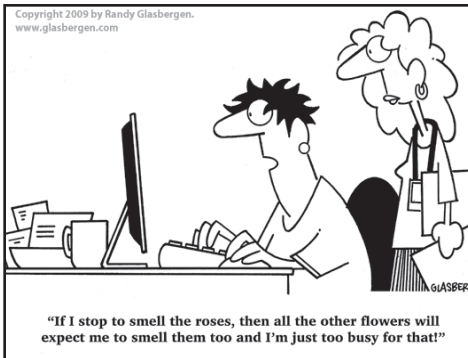


OVERWORKING & COUNTER-PRODUCTIVITY

I am almost embarrassed to bring up the case of an employee who works too much. I have given him only outstanding performance evaluations so I really cannot make an EAP referral because he's counter-productive. The employee also spends time helping other employees. This is a very unusual level of overwork. What could explain it?



EAP Orientation for Leaders Session B

Fri. March 15, 2019 - Sheldon, IA
Thurs. March 21, 2019 - Mitchell, SD
Wed. June 05, 2019 - West Des Moines

* Class Times 8:30am - 11:30am

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

Employees with strong work ethics are to be admired, but it appears you are observing something a bit different. What is cluing you in that all may not be well with this over-productive team member? Ask yourself what you are seeing that underlies your concern. If you can't articulate the concerning clues, ask a trusted peer leader or HR staff person to observe. The second scenic overlook can be very helpful. Finally, all employees bring their personalities to work, and sometimes these include mental health issues. These issues do not necessarily interfere with occupational functioning.

However, when they do, disturbances in personal and work boundaries will typically become noticeable. EAPs are in an ideal spot to provide behavioral health expertise. Leaders who consult with the EAP can address issues of this sort so valuable workers with treatable conditions can remain gainfully employed. Obsessive-compulsive behaviors, codependency issues, drug use, or other mental health problems with a manic component all could explain the behavior you are witnessing.

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "EAP Orientation for Leaders", 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.