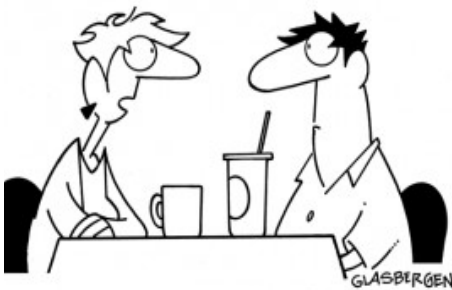


FINDING BALANCE WITH WORKPLACE DEMANDS

Some days I am totally worn out by the demands for productivity for our department compounded by people who need encouraging and accurate feedback, my time and my attention. How do I balance the pressures with the satisfaction I do receive from relationships as well as success at work?



"I guess things have been kind of stressful at the office.
Tomorrow is Bring Your Therapist To Work Day."

GLASBERGEN

You are wise to recognize both sides of the leadership coin. Leaders are expected to deal with highly frustrated and escalated 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 his or her 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 when exhaustion sets in. Unprepared for your own fatigue? Look for support from peer leaders and/or talking with your EAP can be an excellent move. Positive health practices include caring for your needs for rest. Access the EAP experts to learn and use coping skills for the exhaustion that can accompany leadership positions.

Leadership Orientation Session B

Wed. Sept. 11, 2019 - Sheldon, IA

Thurs. Sept. 12, 2019 - Marion, SD

* 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

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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