



EMPLOYEE ASSISTANCE PROGRAM IT'S CONFIDENTIAL

I am a long-time friend with my employee who let me know she is using the employee assistance program. Can I ask her to sign a release so the EAP can give me more information about the nature of her problems and how they are being treated?



Campbell

Search ID: mean644

"I had a good share and tell, Ms. Gibbs, but my family made me sign a confidentiality agreement."

You can ask, but the Employee Assistance Program will advise against it. **Why?**

Establishing a separate information flow to you creates a relationship that is fraught with risk and assorted problems. An EAP professional can offer quality guidance on your role in managing performance, so your employee has the best chance of returning to, or maintaining the level of performance you require. Your employee is free to share information, of course, but when supervisors try to manage performance and also

process personal problems, employees typically diminish their involvement in treatment recommendations due to role conflict. The employee perceives you as a trusted, safe, and understanding friend, and will relate to you on this basis rather than as the employer's representative, which is your job. Undermining this employer-employee dynamic removes a constructive force and sense of urgency that troubled employees rely upon to become motivated and stay focused on treatment.

Leadership Orientation Session B

*Please 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.

Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars and skill builders are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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