

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 19 #6

A Message from Matt

Patrick Lencioni likes to keep it simple. He believes employees only need 3 things from their managers to love their work.

1. They need to be known by their Manager

– Let people know they matter, feeling anonymous is miserable for any employee.



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2. They need to know their job matters to someone in some way

– Help employees understand why their jobs make a difference in the lives of someone.

3. They need to know whether they are doing their job well

– Help employees identify reliable ways to assess their contributions.

“An appeaser is one who feeds a crocodile, hoping it will eat him last.”

– Winston Churchill



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Chatbots and Real Human CONNECTION.

Electronic apps and voices geared toward improving how we feel are multiplying rapidly. Claims of help for anxiety, depression, bipolar disorder, and PTSD are common. Known as ‘chatbots’ or ‘bots’ these electronic ‘voices’ identify the mood or condition of the user, and offer advice or suggest therapeutic exercises.

The Opioid crisis resulted in the media conglomerate Viacom launching the “Listen” bot. A user struggling with domestic problems and opioid abuse, sent the bot photos of her vacation at Disneyland with her children with this note: “Hey, I know you are not real but I just wanted to send these pictures of my family out at Disneyland having a great time... I’m doing better now. Thank you.”



Mental health bots are loudly applauded as beneficial. However do bots and screens create a safety risk and deprive people of the benefits of real-life communication, connectedness and bonding? A past Connections newsletter noted that empirical research in Asia is unveiling serious child development gaps related to excessive use of screens and cell phones.* Diligent empirical examination is also needed for ‘bot’ counseling.

Currently there is a steady rise in loneliness, clinical depression and suicide rates in multiple population demographics. When people interact with a non-human listener, they may feel as though they are dealing with a living being who cares about them, despite being explicitly reminded that the ‘bot’ is not real!

In the realm of psychotherapy solid research has validated the hypotheses of the ‘therapeutic alliance’ - the positive relational bonding between therapist and client. ** In a culture where people seek constant validation via social media, yet feel chronically lonely, will non-human listeners really ease our sense of isolation and the problems that result from it or will bots ultimately leave us even more alone?

Sources: EAP Journal 3rd. Quarter 2019. Marina London LCSW CEAP

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**<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3198542/>

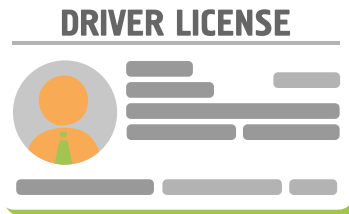
Connections Inc. Employee Assistance Program’s mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

NOTEWORTHY:

THE FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION CLEARINGHOUSE starts January 6, 2020.

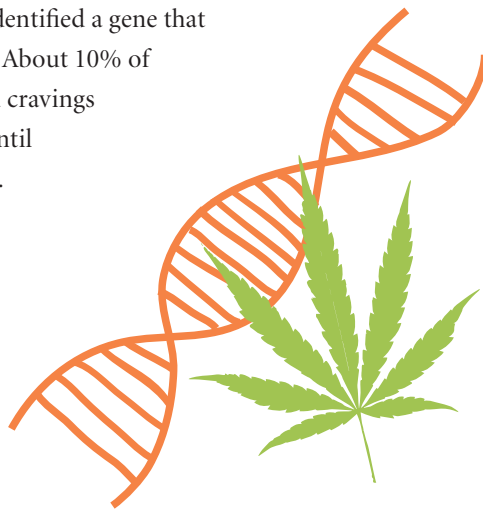
The Commercial Driver's License Drug and Alcohol Clearinghouse is a secure online database that will provide access to real-time information, ensuring that drivers committing these violations complete the necessary steps before getting back behind the wheel, or performing any other safety-sensitive function. Organizations employing federally defined safety sensitive staff must register. <https://clearinghouse.fmcsa.dot.gov/>



POT ADDICTION HAS GENETIC RISK FACTORS

Researchers in Denmark have reportedly identified a gene that increases the risk of cannabis use disorder. About 10% of cannabis users experience withdrawals and cravings when they try to stop their use, however, until now no genetic factors had been identified. The Danish researchers identified a single variant of the gene CHRNA2 (cholinergic receptor nicotinic a2 subunit), which controls the risk of becoming addicted to cannabis.

<https://www.scientificamerican.com/article/gene-increases-risk-for-pot-addiction/>



Maynard's Corner

Connections Inc. EAP is **dual network** including Mental Health and Drug and Alcohol providers. Also included is a comprehensive list of **work / life benefits** (Legal, financial, Skill Builders, etc.).

Connections Inc.

Nationwide network can

provide these services in all

50 states and

Canada. This

has proven very

helpful for your dependent college students, remote employees and families. Our **proactive highly visible** services are there where

and when needed.

All this PLUS a Connections Inc. staff experienced in **human resource management** ready to serve you.

How can we help you?



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NEXT ISSUE: Adapting to Diverse Cultural Issues at work

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