

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

Got Resiliency?

Everyone has resiliency! Resiliency is the ability to bounce back from difficulties. Resiliency is common, ordinary, normal, and necessary. “It is not whether you get knocked down. It’s whether you get up again.”

—Coach Vince Lombardi



MATT VISSER, CEO
matt@connectionseap.com

Build Resiliency by Keeping a Positive Outlook

- Focus on gratitude, blessings, delights, interests, and love.
- Make time to play and have fun!
- Increase contacts and support from important people in your life.
- Reframe negative events as positive experiences or learning opportunities.
- View setbacks as temporary and short term.
- See change as positive and part of the process.

“I alone cannot change the world, but I can cast a stone across the water to create many ripples.”
—Mother Teresa



ANDY VISSER
andy@connectionseap.com

MENTAL HEALTH and the PANDEMIC ERA

According to recent report from the Centers for Disease Control during June 24–30, 2020, U.S. adults reported considerably elevated adverse mental health conditions associated with COVID-19. “40 percent of American adults have reported struggling with mental health or substance abuse” during the COVID-19 pandemic.

- 13% with elevated anxiety or depression
- 10% struggling with trauma issues
- 5% reported increasing substance-abuse problems.
- 11% reported that they seriously considered suicide in the last few months (by comparison, this number was 4% in 2018).



The study revealed that certain segments of the population have struggled more than others. For example, one in five “essential workers” reported suicidal ideation, as have one in three unpaid caregivers for adults, and one in four 18- to 24-year-olds. What might the implications be for the workplace?

For the past 32 years words in Connections mission statement include “...support optimum productivity, teamwork and healthy community in the workplace.” This is not an expectation that the workplace be a mental health therapy group nor a 12-step recovery program. However, it is critical to recognize that optimum productivity and healthy community are inseparable! Constructive workplace health includes:

- Leaders and teams known to be gracious, confident & good listeners
- Leaders who provide honest expectations & straightforward performance feedback
- Teams known to say ‘thank-you’
- Teams known to recognize and respect personal struggles and failures
- Recognition that companionship and mutual respect are universal human needs
- An expectation that one must deal with one’s own issues before one can authentically support a struggling teammate

The need for companionship and connection is a universal human need. Work team(s) can be proactive or harmful to health! When growth in this area is desirable, call on your EAP! After all – it’s our mission!

“Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic — United States, June 24–30, 2020,” Centers for Disease Control

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:

MICROMANAGERS

The micromanager has become a bit of a boogeyman in the business world. Our friends with the Gallup organization share a one-question test to identify a micromanager: IS THE TEAM CUSTOMER-OBSESSED OR BOSS-OBSESSED?

A boss-obsessed team is easy to identify. The only thing that matters is what the boss thinks. Not mission, not revenue, not customers. Additional signs of micromanaging in teams and organizations include:

- acceptance of less-than-best work to pander to leadership
- every conversation with the boss feels like a performance review
- every decision must be approved by the manager
- constant project bottlenecks due to excessive meetings, gatekeeping and stakeholders
- employees are afraid to share their opinions
- a lack of new leaders coming up through the ranks
- quick turnover of talented experts
- stifled creativity, innovation and agility



Micromanaged teams can have a veneer of happiness and positivity, but the outcomes mirror those of unhappy teams: fear, paralysis and dishonesty on the inside; unhappy customers, lower-quality products and less competitive offerings on the outside.

Connections mission includes supporting "... optimum productivity, teamwork and healthy community in the workplace." Do the signs of a micromanaged team sound too familiar? Make a call or send an email to Connections today! Let's talk about healthy team leadership!

<https://www.gallup.com/workplace/315530/ultimate-guide-micromanagers-signs-causes-solutions>

CORONAVIRUS AND DRINKING:

Is the coronavirus pandemic driving people to drink? Yes, a new U.S. survey shows, and the greatest spike in alcohol use is being seen in women. Overall, there was a 14% jump in drinking frequency this past spring among U.S. adults over 30 when compared to last year at the same time, researchers found. Among women, drinking frequency went up 17%.

Sept. 29, 2020 (HealthDay News)

Maynard's Corner

We sometimes assume that the only time to utilize your Employee Assistance Program is during a crisis of some sort. That is not the case. Your employer provided plan includes many services and wide array of topics to be used at any time. Please go to www.connectionseap.com, select

"Login". Enter the username and password provided by your employer. Select the "Work Life" tab. You will find topics such as Parenting, Aging, Working, Living and much more. Or on the website home page, select the very helpful "EAP VIDEO" tab.



MAYNARD WELLIK
maynard@connectionseap.com
Direct Phone: (515)890-0663

NEXT ISSUE: Holidays Aren't Always Happy

CONNECTIONS INC

925 Westview Drive, Rock Valley, Iowa 51247 | Call (712) 476-2889 or 800-779-6125 | FAX (712) 476-2464

www.connectionseap.com | E-mail at: info@connectionseap.com