



## HELPING SUPERVISORS DEAL WITH STRESS

**Are EAPs considered a means to help supervisors manage stress? Does this include referring yourself to the program for help? Or are we simply supposed to understand the mechanics of EAPs so we can refer an employee who has self-disclosed stressors or demonstrates counter-productive behavior at work?**



It is BOTH. Connections EAP helps leadership staff with personal stress, and is also there to offer coaching to supervisory staff seeking to manage the problematic behaviors of employees. When a performance issue is not improving following normal feedback and corrective conversations, a referral to the EAP must be considered! The EAP is designed to share the burden of helping an employee correct a performance problem. When supervisors refer employees to the EAP due to counter-productivity at work, they are, in fact, referring them to correct performance issues, not necessarily for mental health

issues or other personal problems. Frequently, however, it is determined that such personal issues do impede performance.

EAP solution plans are known to include every sort of help imaginable. Language classes, pet sitters, retirement planners, financial planners, family budget and legal consultants, public speaking courses, personal/relationship counseling, chemical abuse resources. All the above can be typical steps in resolving distracting personal stress.

**Leadership Development Seminars**  
Feb. 16, 2021 9:00am- 11:30am

**Leadership Orientation B Seminars**  
Feb. 5, 2021 9:00am - 11:30am

**CONTACT US TODAY:**

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

**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 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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