

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 20 #6

A Message from Matt

“I have some feedback for you.”
Yikes! For most, this statement likely generates some anxiety. However, feedback does not have to be something to fear; it can be a great opportunity to grow professionally. Resist the temptation to argue or make excuses.

Instead, listen closely to what is being shared. If you are unclear, ask for clarification or examples.



MATT VISSER, CEO
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Then, thank the person for sharing their feedback with you.

Not all feedback is 100% valid, but there are usually some helpful “nuggets” that can be extracted and useful moving forward.

“I find it too easy to mistake a short memory for a clear conscience.”



ANDY VISSER
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Holidays Aren't Always Happy – Especially in 2020

Thanksgiving has just passed and in a lot of families, it looked different this year. Due to the unrelenting COVID-19 virus, individuals and families are struggling to identify what is the right and wrong ways to celebrate, causing a lot of stress.

Unfortunately, even before the virus, this season of holidays hasn't always been easy for some. Some individuals struggle with Seasonal Affective Disorder (SAD) that increases their depression symptoms in the fall and winter months. Some individuals have family relationships that are strained or cut off completely. Others are overwhelmed with the idea of hosting parties or big meals in their home, getting everything cleaned, meals prepared, and gifts bought. Some families aren't able to afford the gifts their children are asking them for. And now we add COVID-19 on top, and it feels almost impossible to know what to do.

Luckily, the staff at Mayo Clinic have come out with a practical list of ideas to help us remember how to enjoy the season as much as possible. Some of their tips include:

- Acknowledging your feelings – It is okay to feel sadness and grief during this time.
- Be realistic with your expectations and budget– This holiday may look different than last year, but you can still find ways to celebrate.
- Plan ahead – Make food ahead of time and shop early! Ask for help where needed.
- Don't abandon healthy habits or your main routine.
- Take time for yourself, even if it just 15 minutes.
- Reach out to others if you are feeling lonely or stressed, and if you find yourself persistently sad or anxious, having trouble sleeping, or feel hopeless, seek professional help through your EAP!

<https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/stress/art-20047544>



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:

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I. **Minimizing employers' use of noncompetition employment clauses and a ban on no-poaching agreements seems to be a rare moment of accord between partisan camps.** These strategies; *Non-competes* first introduced to prevent upper-level employees from taking trade secrets to rival businesses but have since proliferated to low-wage and low-skill workers and *No-poaching agreements*—when employers agree not to hire workers from one another, both are tactics which make it harder for workers to be recruited by competitors.

A Biden administration will support federal legislation that would eliminate most non-compete agreements, only allowing those “that are absolutely necessary to protect a narrowly defined category of trade secrets.”

The Trump administration also spoke out against the practices. The DOJ has filed several lawsuits against employers, and the FTC held public events to determine whether it should issue regulations outlawing the agreements over the last few years.

Beth Milito, senior legal counsel, National Federation of Independent Business warned:

“Many businesses have legitimate reasons for requiring workers to sign the agreements, and individualized assessments of the agreements that consider the industry and the geographical location should be conducted instead of an outright ban.”

Ana Dowell, an attorney with Ackerman and Associates noted:

“Should non-competes be limited, employers would have to consider new ways to protect their customer relationships, financial investments, business goodwill and confidential information.”

<https://shrm.org>

II. HOW DO I MOTIVATE MY TEAM....?

It's an age-old question with a myriad of different answers... too many to even summarize here.

So, in our information overloaded world, let me boil it down to this. If You Want To Motivate, Then Appreciate. We do more for those who appreciate us.

The two most powerful words ... are “Thank You!”. Don't just say it to get something in return – that's called trading versus thanking. Say it because you mean it, because you appreciate what someone has done, but more importantly, because you appreciate who they are.

Maynard's Corner

Maynard's Corner: There is no doubt that we are all experiencing new challenges in today's environment. Our services are here to help you. All Connections Inc. programs are designed to provide support for you and your employees that are navigating life's issues. Sometimes those issues impact the ability to work and be productive. A **proactive** Connections Inc. program can help reduce absenteeism and maintain or increase productivity, even today. Please contact me at maynard@connectionseap.com with any questions you may have. We are here to help!



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NEXT ISSUE: EAP Utilization: Maximizing the Returns for Employees and Employers!

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