



CAN THE EAP HELP?

My employee, an extremely bright and productive computer scientist, is facing administrative actions related to a poor decision regarding ethical behavior. Can the EAP help?

“Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.”

~ Helen Keller

SabrinasAdminServices.com/blog

Leadership Orientation Session B
Watch for up coming classes.

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

Yes, the EAP can help. The general guidance when it comes to almost any consideration of whether or not to suggest EAP usage to an employee is to simply make the referral. Another strategy that often increases positive results from an EAP referral is for you to do a consult with HR staff or employee assistance professional. A ten-minute phone conversation with an EAP professional can be priceless. You will glean ideas for how to approach your employee. Details supplied from a supervisor or manager’s ‘scenic overlook’ can be very valuable in moving this employee in a successful direction. You also may decide to make a formal (written, documented) referral as a result of your reaching out and planning strategy with the helping professionals.

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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Following the assessment your employee may do further work with the evaluating professional or may be referred elsewhere. Follow-up is always important and the EAP usually coordinates the signing of specific confidential health information releases. Stressed persons who over-use defense mechanisms can be more prone to ethical lapses of judgment and deficient common sense. The specialized knowledge of being a computer scientist is important, but it is not a prerequisite for sound judgment. The EAP will likely discover the underlying issue and know the next step to take. Again, don’t hesitate to call the EAP and/or your HR department to make a plan for approaching a stressed employee.