



HOLDING EMPLOYEES ACCOUNTABLE

Our management team had a private meeting to discuss an employee's absenteeism problem. The EAP happened to contact our manager during the meeting, saying (with permission) that the employee just became a client. We're taking a wait-and-see approach because he finally got help. Should I be skeptical?



Although it may not look this way at first, your leadership team and your employee assistance program have a good start in this situation. Here's why: When the organization demonstrated it was firm about taking action, this employee accessed the EAP!

Employees with difficult personal problems, can be in denial and seemingly unable to change dysfunctional patterns. They may not consider the EAP until they experience pressures they would rather avoid. If the employee's awareness of your leadership team's constructive behavior may have provided the "reality check" motivating the worker to seek EAP support immediately.

Fear of corrective action and job loss is powerful. Should you be skeptical or feel manipulated? Is this sincere? Who knows. However, this worker appears sincere and motivated, at least for now. The employee remaining motivated, and involved in counseling or treatment will be greatly influenced by workplace expectations. Holding up high standards for responsible attendance and productivity & well-organized, follow-up communication involving the EAP, you, and the employee will require consistent supervisory follow-up.

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

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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