

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 22 #3

## A Message from Matt

Civility is more than just formal politeness and courtesy in behavior or speech. Civility means we can value and respect a person with whom we disagree without being disagreeable. Productivity, morale, engagement, and job satisfaction are just some of the ways that civility can positively impact the workplace. As supervisors and managers, we must lead the way!

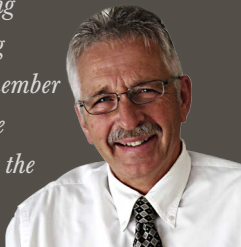


MATT VISSER, CEO  
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1. Set clear expectations for employee behavior and hold people accountable
2. Lead by example and treat everyone with respect
3. Never play favorites when dealing with employees
4. Praise publicly, correct privately

*"When everything seems to be going against you, remember that the airplane takes off against the wind."*

*-Henry Ford*



ANDY VISSER  
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## PANDEMIC FUELED ALCOHOL ISSUES, INTERVENTION and LASTING RECOVERY

The number of deaths involving alcohol in the U.S. increased 25% between 2019 and 2020, the first year of the COVID pandemic. The Journal of the American Medical Association Network (JAMA Network) reports this correlates with additional studies for this period:

- Incidences of drinking to cope with stress are up.
- Transplants for alcohol-related liver disease are up.
- ER visits for alcohol withdrawal are up.
- U.S. mortality data confirms an alcohol related spike in deaths for all age groups.

"Alcohol is the fourth-leading cause of preventable death in the country and... is responsible for many more lives than opioid overdoses," (Lawrence Weinstein, MD, American Addiction Centers.) "...it can be difficult to break through and disseminate this message widely when fentanyl and stronger substances are... taking the lives of children and adults."

Alcohol consumption drastically increases with turmoil. Weinstein notes... "Researchers in China found that during the SARS epidemic in 2003, those who worked or lived in high-risk locations were more likely to use alcohol as a coping mechanism, and elevated alcohol... abuse continued three years after the outbreak." The most worrisome takeaway from the JAMA report is that many more *lives will be lost due to alcohol-related causes in the years ahead* than we might have seen if not for the pandemic.

There is good news. Barriers to treatment are minimized because of increased availability of telehealth as well as in-person alcohol abuse assessment and solution planning. Family members and close friends must access EAP coaching early on to develop careful, well thought out plans for intervention and long term recovery support.

Jason Langendorf. <https://treatmentmagazine.com/lifestyle-is-the-secret-to-lasting-recovery/>



**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:

## Support Healthy Community in the Workplace...

The workforce is changing. Recent studies conclude that millions of people worldwide left their jobs to explore healthier, more balanced and meaningful work options. 93 per cent of people in a recent survey said they used the past year to reflect on their lives, and 88 per cent said the meaning of success has changed for them since the pandemic.

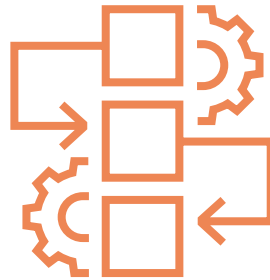
<https://www.journalism.co.uk/press-releases/stressed-employees-five-ways-mental-health-training-fosters-employee-wellbeing/s66/a923440/>

The pandemic unveiled a greater understanding of how people now seek more significant purpose and support in their work lives. Employers are now seeking mental health benefits like mental health training for managers and business leaders... Connections Inc. Employee Assistance Program's mission statement has included the heading above since our founding in 1988! Leadership development training, team building consultation and the broad roster of experts available to both employee families and management teams are just the beginnings of our commitment to healthy community 'at work!'

## Automation and eSignatures can Improve Employee Satisfaction

As the limits and opportunities of automation and AI have become more apparent, workers are increasingly eager to embrace automation.

A **recent study by Salesforce** found that 89% of workers reported being more satisfied with their job roles as a result of workplace automation. Many cited that automated tools saved them time and stress at work, allowing them to focus on business-critical tasks and have a better work-life balance. Especially appreciated by workers were automated tools that manage simple repetitive (but time-consuming) tasks, such as paperwork processing and data entry or transfer.



<https://www.salesforce.com/news/stories/new-salesforce-research-links-lower-stress-levels-and-business-automation/>

## Maynard's Corner

Connections Inc. uses a Nationwide Network of Credentialed Providers. Connections Inc. can meet you and your dependents' needs when and where assistance is required. This network has been developed over the last thirty-four years of Connections Inc. existence.



Even though our network is large, we continue to add credentialed

providers. If you are working with or know of a provider that you would like to use, please let us know. We will reach out to them and verify that they meet our requirements. Thanks for your help!

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**NEXT ISSUE:** Re-engage Employees

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