



CHANGE & STRESS IN THE WORKPLACE

I recently completed a leadership development online class about stress. I was amazed at the statistical data regarding elevated employee stress in the past two years. The survey data also indicates many employees are using the EAP! I was surprised at the number of stressed workers. Should I be concerned? Should I ask the EAP how I can help?

CHANGE in the world of work, particularly related to pandemic circumstances is enormous. All humans develop patterns making routines most palatable. 'CHANGE' - whether welcome, unsettling or downright painful, always elevates stress! Suddenly schedules vary, interpersonal access is diminished, uncertainty develops

regarding needed information and expectations, etc. Working remotely & alone produced many changes:

- The former work 'commute' - preparation /decompression time we took for granted
- Family access issues
- Workspace distractions
- Child-care accommodations
- Thought that accompanies 'prepping' so one is physically presentable at work
- 'Situation reading' is automatic in a face-to-face world, now nearly absent in electronic meetings
- Creativity sharing is diminished but automatic in a face-to-face culture
- Synergy – the interaction that generates collaboration & cooperation

As you sense team members who are suffering from time management issues, depression, anxiety, addiction, or family issues, etc. there's a real value in suggesting the EAP. Mentioning specific personal issues can be interpreted as prying which is usually detrimental, even if unintentional.

Leadership staff can safely mention that the EAP is a resource for 'stress management.' Mentioning issues such as those listed above can demystify the EAP and encourage employees to take the next step. Don't forget, that there are many ways supervisors can help alleviate stress. The EAP is always willing to consult with you and offer tips on what might be helpful based on the nature and circumstances you and your workgroup encounter.

Leadership Development Virtual Training

Thursday July 21, 2022
9:00 am – 11:30 am

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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