

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 22 #4

A Message from Matt

In the past two decades, social science has found that gratitude has measurable benefits for just about every area of our lives. Being grateful:

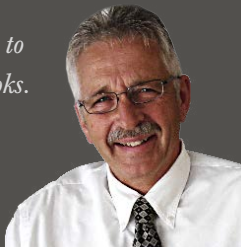
- Makes us happier
- Improves relationships
- Makes us more optimistic
- Improves decision making
- Increases generosity
- Reduces blood pressure
- Improves sleep
- Helps us recover more quickly
- AND MUCH, MUCH MORE!



MATT VISSER, CEO
matt@connectionseap.com

Take a few moments each day to think about what you're grateful for and see what positive outcomes arise. You may be surprised how far a little gratitude can take you!

... a smile is an inexpensive way to improve your looks.
-Andy Rooney



ANDY VISSER
andy@connectionseap.com

Re-engage Employees

As workplaces return to normal or their new normal post-pandemic, employees are also trying to return to normal. The pandemic required people to change, adapt, and pivot in their work and home lives. Parents became more engaged in their children's education, spare bedrooms turned into offices, people cooked-in versus going out, etc. We attended more zoom meetings in two years than we had in the past 10 years!

Many workplaces have called people back into the office and we must recognize that people experienced change in their own lives and in their own way. For some, the last two years may have been a minor inconvenience. For others, it caused a tremendous amount of stress that compounded the stress they were feeling prior to the pandemic.



If we are to re-engage our employees, we need to reconnect with them. Human beings thrive on meaningful connections, and it is essential to our wellbeing. The "lone wolf" is often portrayed as a strong independent type. However, in the wild, lone wolves are weak, malnourished, and live short lives. Humans are similar in that we need others to encourage, build us up, and challenge us. We need each other to thrive in our personal lives and professional lives. Here are some ideas for reconnecting with your employees.

- Ask how they have been impacted by the pandemic
- Ask about things outside of work – If you don't know their passions/hobbies, ask them
- Ask what they enjoy most about their work
- LISTEN: Take their cues and avoid prying for information – Just asking shows you care
- Make time for fun at work! Take a break, bring in donuts, hand out silly gifts, tell a dad joke, bring in coffee – don't underestimate little acts of kindness
- Always be sincere – Insincerity builds walls, not bridges
- Be encouraging – Encouragement is most powerful when it comes from an authority figure or someone who knows us well

We tend to complicate "engagement" strategies, but at the core, nothing engages people more than valuing, respecting, and supporting them.

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:

TRUST... LISTENING BUILDS & REBUILDS IT

A Gallup poll showed that trust in 14 major institutions (including public schools and medical systems) declined from 2020 to 2021. Transparency is fundamental to trust. Skepticism in the team requires leaders to openly share their minds, intentions, and beliefs. The research goes on to identify 7 key leadership competencies.

Notably, listening is the most significant leader competency! Daily feedback from a manager means team members are 2.1 times as likely to strongly agree that they trust their leaders. Employees who say their manager is always willing to listen to work-related problems are 4.2 times as likely to strongly agree that they trust leadership staff. When employees find their leaders 'trustworthy,' one in two are engaged; when followers don't find leaders trustworthy, only one in twelve is engaged. In summary, Gallup's research shows a three-fold increase in engagement exists when organization leaders are trusted. Additionally, employees who trust their leaders are also 61% more likely to stay and not look for another job.

<https://www.gallup.com/workplace/393401/trust-decline-rebuild.aspx?version=print>

ALCOHOL IMPAIRMENT, NO TIME TO LET DOWN YOUR GUARD

Alcohol use of any amount in the workplace creates an unsafe environment and creates a risk for extensive losses. Educate the workforce on the dangers of alcohol impairment and raise awareness of the signs. All staff should recognize smells, drowsiness, impaired reaction time, lack of muscular coordination, sensory dullness, and impaired memory or judgement. Department of Transportation (DOT) employers have required drug and alcohol training for employees. Connections EAP provides both training and consultation for specific situations. ASAP (American Substance Abuse Professionals) offer reasonable suspicion/impairment resources and courses for supervisors and employees.

Promote safety by establishing incentives for employees to self-refer and remind leadership staff of management referral programs. Handling a potentially Impaired Employee requires following your company policy. Reasonable suspicion tests are a great tool, however strict adherence to employer protocol is essential! Speak with your HR staff and/or call Connections Inc. EAP directly (800.779.6125) to discuss both formal and informal leadership EAP referrals.

<https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>

Maynard's Corner

Do you know that a Connections Inc. Employee Assistance Program can play a key role in employee retention? Informal and Formal Referrals can play a big part in retaining those employees that are struggling with the current issues.

In today's environment, retaining current critical talent is paramount.

Contact our office to learn more about what a proactive, engaging Connections Inc. Employee Assistance Program can do for you and your team!

After all, we are here to help!



MAYNARD WELLIK
maynard@connectionseap.com
Direct Phone: (515)890-0663

NEXT ISSUE: Self-Care for Who? Yes, Leadership Staff!



925 Westview Drive, Rock Valley, Iowa 51247 | Call (712) 476-2889 or 800-779-6125 | FAX (712) 476-2464

www.connectionseap.com | E-mail at: info@connectionseap.com