

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

Burnout is a state of mental and physical exhaustion. It takes away your energy, joy, and motivation to the point where it may be hard to get out of bed, be engaged in relationships, and attend to work. Prevent burnout by:

- Improving self-care by eating healthy, exercising, and getting enough rest
- Making time for pleasant activities with people you enjoy
- Identifying your source of stress and problem-solve ways to gradually reduce it
- Avoiding commitments that are not high priority
- Taking time for yourself each day, even if it's just 5 minutes to catch your breath



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"When you harbor bitterness, happiness will dock elsewhere."
- Andy Rooney



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SELF-CARE FOR WHO? YES, LEADERSHIP STAFF!

Employee engagement in the U.S. rose at the start of the pandemic when employers decided to communicate, listen, and offer support and flexibility to workers. Since then, employee engagement fell, higher burnout is reported, and more employees are looking for a new job. Fewer hours or remote work are promoted as benefits, while surveys indicate no positive support but actually show poorer performance as social connections and informal dialogue decrease.

So what do workplace leaders face in this environment? They discover the onus is on them to improve these circumstances. Production issues, social isolation, economic shocks, education disruptions, and health problems, illness, and death in employee families are placed squarely on the leader's plate.

Management is expected to retain valuable people and be flexible and supportive as the economy fluctuates and pandemic issues still exist.

Essential Selfcare Habits for Leaders:

- Schedule formal face-to-face listening opportunities with leadership peers. Why face to face?
 - 8-12% of a message's meaning is communicated by words alone (think email, text.)
 - 40% is conveyed by vocal tone and inflection (phone)
 - Half of the meaning is conveyed by posture, facial expression, eye contact, positioning, a location chosen for the interaction, etc.
- Practice restating what you just heard. Follow that with a request for clarification if needed. Ask and listen to other peers for additional insights or information.
- Express appreciation for a listening ear, even when the hearer may not fully agree with your perspective.
- Listen to your internal fatigue levels. Alternate intense crucial activities and interchange with something you find more relaxing and refreshing. For some, that means alone time, for others a group break for informal chatting, and at times, varying or altering the agenda is restful and refreshing.



<https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

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:

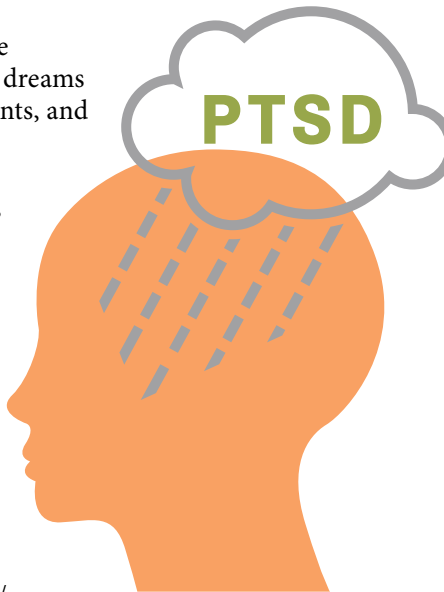
Caring for your mental health is just as important as your physical health!

Working remotely from the home, has produced new insights to mental health awareness within the workforce. Rebecca Peterson, Director of House of Mercy, says you need self-awareness to communicate with your employer what you need. "It really takes each and every one of us knowing ourselves and having that awareness," says Peterson. "That awareness to recognize whether or not things are going well for you or if there's additional stress and symptoms that need some greater attention."

<https://www.mercyone.org/health-and-wellness/health-answers/behavioral-health/caring-for-your-mental-health-in-the-workplace>

PTSD can be hard to self-diagnose, but some common symptoms include: flashbacks, bad dreams or frightening thoughts, avoiding places, events, and objects that are reminders of the trauma, being easily startled, feeling tense, difficulty sleeping, angry outbursts, negative thoughts, feelings of guilt or blame or loss of interest in activities. PTSD is a combination and variety of lots of different symptoms. If some of these things are going on after a major life event and you haven't adjusted as you had hoped, reach out to a professional. Professionals can help people approach post-traumatic stress with good information about a range of treatment options through psychotherapy, counseling, and at times consulting with medication professionals.

<https://www.mercyone.org/health-and-wellness/health-answers/behavioral-health/what-is-post-traumatic-stress-disorder-ptsd>



Maynard's Corner

Have you ever been in a difficult employee situation and wished you had someone to talk to? Human Resource support is included in your Connections Inc. Program. Yes, you have someone to talk to.

Connections Inc. has two tiers of service that provide such support. These services are unique in the EAP environment. This level of service is not found with embedded EAPs in disability and life insurance plans.



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We are not here just for the employee and their dependents. We are here for your entire leadership team.

NEXT ISSUE: How to Improve Retention Without Breaking the Bank



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