

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 23 #3

A Message from Matt

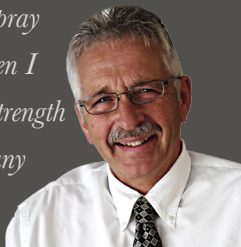
Bad Attitude

Usually, it's the culmination of subtle comments or non-verbal's that eventually lead to an employee undermining the morale of the team. Telling them they have a bad attitude is not enough – you need specific examples. Pay attention and collect specific quotes or behaviors that only serve to bring the team down. You may be surprised at how quickly the list grows. Then, sit down with the employee and share your concerns citing these specific examples and the impact on the team, the workplace, and beyond. Finally, document your conversation for future reference.



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"I can always pray for someone when I don't have the strength to help him in any other way"
-Andy Rooney



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Cannabis at Work

"Weed." "Grass." "Reefer." "Pot." Marijuana-- used for recreational or newfound medicinal purposes-- remains as controversial as ever. Controversial reforms to relax state laws regarding marijuana impact employment, however, employees can still be fired for using it. From a safety, substance abuse, legal, and EAP perspective, great care is required in Drug-Free Workplace Policies. Some potential benefits of medical marijuana exist, but this too must be further empirically defined to optimize health and safety.



In terms of marijuana use, "under the influence" is difficult to define compared to other controlled substances. Portable detectors which would identify dangerous impairment are not yet invented but of great interest for public safety and medical settings.

Popularly the 'weed' of '68 was declared 'non-addictive.' Currently, THC levels meet all criteria for highly addictive substances. THC in the hybridized plant today is measurably 4 to 5 times more potent than 'ditch weed.' Two central chemicals are of interest in hemp - 'THC' and 'CBD.' THC impairs judgment, and masks emotion, coordination, and reaction times. This characteristic led to popularity in the 'hippie' era. While THC has a relatively short (4 – 7 hour) physical 'impairment' period, it has an extremely long half-life. This leads to multiple types of permanent brain damage. Accelerated early dementia is just one empirically demonstrated result.

'CBD,' is the chemical most prominently touted as a pain control health product. THC cannot be completely removed from the oils and lotions labeled CBD. Federal law requires limits to, and labeling of, the percentage of THC found in CBD products. While this sounds safe - the percentages listed on the label are calculated against the total weight of the harvested plant – not the weight of the stem ends and buds from which the CBD is processed. CBD oil actually has a much higher presence in popular medications than listed by the labels' percentage figures.

Tamara Cagney, PHD, EAPA Institute, Norfolk VA October 6, 2022 (From lecture notes recorded by Andy Visser)

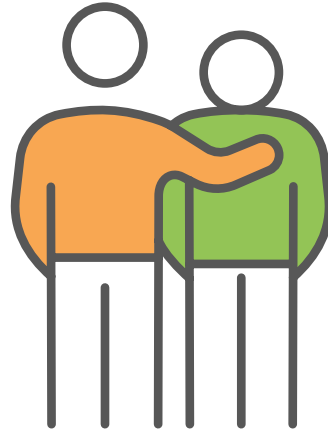
Connections Inc. Employee Assistance Program's mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

NOTEWORTHY

VIOLENCE AND SAFETY:

The Occupational Safety and Health Administration (OSHA) in the U.S. has reported that employees at the highest risk of experiencing workplace violence are typically those who deal with the public, including healthcare providers, cashiers, retail employees and people who work within the community like delivery drivers and utility workers. But workplace violence can happen anywhere and to anyone.



Some early warning signs to look out for include frequent attendance issues, decreased productivity, inconsistent work patterns, abnormal health and hygiene issues, and otherwise unusual or changed behavior. The DOL (US Department of Labor) protocol recognizes, however, that these signs could alternatively—and additionally—signify that the individual is suffering from a physical or mental health condition. Unsurprisingly, mental health issues and workplace violence are often linked.

<https://www.dol.gov/agencies/oasam/centers-offices/human-resources-center/policies/workplace-violence-program>

Maynard's Corner

A potential client asked me, “Why should I select Connections Inc. EAP?” The answer is easy, SERVICE. In today’s environment, providing prompt service where needed is difficult.

However, using our nationwide network of providers and our dedicated team is second to none in meeting your needs.



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We would be happy to provide you with a no-obligation Proposal of Services to show you just how economical this level of service is.

Please contact me for more information.

After all, we are here to help!



EMPLOYEE PERFORMANCE REVIEWS

Rating employees on ‘improvement needed’ is common, but the focus on weaknesses does not improve employee performance. Prior to the COVID-19 pandemic and its remote work revolution, a Gallup survey determined that what best differentiated engaged workers from actively disengaged (miserable) employees was time spent using their strengths! Engaged employees spent 4X as much of their day using their strengths compared to working on tasks where they don’t do well. Miserable employees? Equal time spent using strengths and weaknesses.

Gallup replicated the above study in 2022. This time engaged employee spent 5X as much of their day using their strengths compared to what they don’t do well. Miserable employees? Again, equal time using strengths and weaknesses.

A strengths approach to performance is not about glossing over weaknesses. Responsibilities that aren’t much fun exist for all. Treat feedback like it’s a balancing act. Productivity will fall! Don’t equally match criticism with praise. Feedback must be heavily tilted toward what employees do best.

<https://www.gallup.com/workplace/470942/workplace-changed-performance-management-system.aspx?>

NEXT ISSUE: Should I Stay, or Should I Go Now?



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