

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

World Mental Health Day

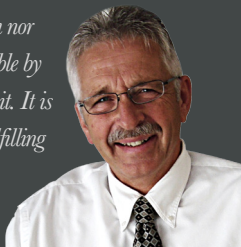
October 10 was World Mental Health Day, a day to raise awareness of mental health issues around the world and mobilize efforts in support of mental health. As a leader, you have the privilege of impacting employees' mental health in meaningful ways. Don't underestimate the power of a positive comment, a listening ear, or recognition for a job well done. After all, you may be the only person speaking kindness into their life, expressing interest in who they are, and showing them that they are valued.



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"...But neither worth nor happiness is obtainable by the direct striving for it. It is the by-product of fulfilling one's life."

-Rudolph Dreikurs



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Self-Harm and Suicide Threat... Risks at Work??

Isolation, grief, financial strain, depression, and anxiety at work are growing. Employers sense growing pressure to promote positive mental health! As employers encounter more serious and frequent crisis, here are some basics...

- 1.** Do treat suicide risk as a potential safety threat for others. Not just the employee in question is at risk. Not all suicidal individuals are a danger to others, but workplace statistics reveal every workplace mass killing involved an individual known to have threatened suicide. Hear a threat? Intervene!
- 2.** Do follow your gut. People at risk of suicide rarely "just snap." Warning signs usually precede self-harm. Notice the... Increased alcohol/drug use, withdrawal, attendance issues, increased aggression, agitation, changes in performance, failure to make eye contact, disheveled appearance, inability to concentrate, tearfulness, and mood swings. Ask "What's wrong?" "Do you think about hurting yourself or others?" Prompt employees to 'open up.'
- 3.** Don't just send the employee home. Studies show this is a big mistake. Beyond self-harm, who is next at risk? Other employees and/or persons residing at home! Inform the employee's emergency contact, helping resources, or police. Observe individuals until transport arrives.
- 4.** Do call for help. The employee is threatening harm. Call 911, an emergency contact, or if known, a treating therapist. Ask to have the employee taken directly to the health care resource. Remotely working employee? Same process, call... Identify the individual, the location, summarize quotes and threatening behaviors, and request a welfare check. Is the emergency contact outdated? Perhaps an ex-spouse in a bitter divorce? Do find an alternative contact.
- 5.** Don't drive the employee to the hospital in your own car. You don't want to put a co-worker or manager at risk... The employee may swing open the car door in transit or worse.
- 6.** Do follow up. Maintaining mental health is a continuous journey - human connection is essential! Do more than check in and move on. Say, "Describe your day today..." "Is your counselor useful?" Then listen! Genuine questions get genuine answers. A hurried "How're you doing?" is likely to generate a perfunctory "Fine."
- 7.** Include suicide risk in the emergency plan! Immediate actions: Staff meetings/training, invite conversation with concerned co-workers, post EAP contact information and the National Suicide Prevention Lifeline (800-273-8255.)

<https://www.hrdiver.com/news/7-dos-and-donts-when-an-employee-is-at-risk-for-self-harm/603208/>

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

THE AGILE COMMUNICATION TOOLBOX

is one of the most important things you can do to elevate the productivity levels of a remote team. If remote check-ins are just 1 on 1 meetings with a manager, other team members may be unaware of what others are doing. A great idea – the leader hosts a morning team briefing in which each team member answers the following three questions:

1. What did you work on yesterday?
2. What are you up to today?
3. What's getting in your way?

<https://www.forbes.com/sites/allbusiness/2021/12/27/how-to-engage-remote-employees-in-5-simple-steps/?sh=1bec89116af6>

A MEANINGFUL VIRTUAL WORLD REQUIRES PURPOSE & EFFORT

in our fast, tech-driven world! Establish respectful norms in the virtual workplace, phone use, and in person. Consider...

- Screens exert a magnetic disengagement force on our attention. We alienate others in ways we never did before smartphones.
- Someone abruptly withdraws from a conversation responding to the ding of a phone.
- In pre-smartphone times, the above would be a big negative! “Did you see how John just checked out of the conversation for two minutes?” would have been whispered after a meeting.



- Today we are desensitized to this level of rudeness, both in remote & in-person interactions.

- No one likes being on the receiving end of inattention and distraction. We don't feel acknowledged or respected.

- Acknowledging people is the principle of love in action.

- Healthy leaders need to be the ones to lead the way to taming their technology, prevent disruption, and construct an environment anchored by mutual appreciation and love.

<https://thelgroup.com/blog/tame-your-technology/>

NEXT ISSUE: Support for Grieving Employees

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Maynard's Corner

Every member of Connections Inc. EAP has access to a massive amount of proper information. Sometimes an internet search can lead us astray. When you select “Advanced Work/Life Search” at www.Connectionseap.com, you

know that your search will provide correct information on your selected topic. You can choose

from an array of topics: Parenting, Aging, Balancing, Thriving, Working, Living, and more. There are many Legal and Financial resources as well.

Make sure you log in with your employer-provided username and password and explore with confidence. Connections Inc. EAP is here to help.



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