



HEALTHY BOUNDARIES FOR LEADERS

Supervisors and managers often walk a narrow path in the workplace leadership role. How does one communicate care and concern while maintaining clear productivity and accountability standards?

Supervisors can easily slip into a role where they take on too much responsibility for managing worker performance and at times can get over-involved with a worker's personal problems. Fits of rage, threats of harm, bouts of crying, and tears all can contribute to a "burnout" situation for leadership staff.

Healthy boundaries for leadership staff are crucial to avoid taking on too much of another's problems. Here we can learn something from the 12-step tradition. Co-dependents (a term used for family/friends of persons struggling with chemical dependency) Anonymous uses a list of personality patterns found in people who have an addiction. There are different patterns of the various ways codependency can affect you, including the following:

- Denial patterns.
- Low self-esteem patterns.
- Compliance patterns.
- Control patterns.
- Avoidance patterns.

A supervisor feeling 'burned out' must determine whether or not they have a codependency issue. The hardest part is being completely honest with yourself when glancing at the aforementioned list. Using a professional EAP counselor as a 'supervisor consultant' to explore healthy leadership boundaries may be part of a fine plan for future success!

For New Leaders

Leadership Orientation Training - Session B

Tuesday, Nov. 14
 1:00pm - 3:30pm

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

REMINDER

Annual Leadership Development Training Seminar

Date	TIME (CST)	Pre-Register By
Tues Dec. 5, 2023	1:00pm – 3:30pm	Nov. 27, 2023

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.

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