



SUPERVISOR PROMPTED SELF-REFERRAL

An employee on my team is tearful at times. When questioned, the tears were downplayed and multiple times I've heard "...crying helps me manage stress." Could this be a bigger issue? I am not a doctor, and I don't diagnose! On the other hand, I don't want to dismiss something that might lead to serious harm.

You are right to be concerned. To be aware of the signs and symptoms of depression or other health problems in the

workplace is a good thing. It is appropriate as supervisors be generally aware of observable signs or symptoms commonly associated with health or mental health conditions. You do not want to miss a good opportunity for a caring, supervisor-prompted selfreferral. Connections user surveys indicate that over 55% of the self-referral open cases report that leadership staff informally suggested EAP, before an employee's first EAP contact!

Quality of work, positive teaming behavior, and attendance is always legitimate supervisory concerns.

Using work performance issues as the opening topic can often lead to an effective EAP referral. The EAP intervention often leads to improved performance reduces unwanted turnover, and results in improved performance and healthier teaming at work.

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Leadership Orientation Training - Session B

Watch for up coming classes.

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

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.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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