

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 24 #2

## A Message from Matt

### Rejecting Passivity

Rejecting passivity is a choice. It is taking control of your life, making decisions, and not allowing yourself to be inactive or letting things happen without responding. It's a call to action, encouraging individuals to be proactive in their personal lives, work lives, relationships, and communities. By remaining passive, we invite others to make decisions for us and the result may not be advantageous.



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Consider areas where you may have been passive and think about steps you can take to become more engaged and proactive.

*"To be sure of hitting the target, shoot first and call whatever you hit the target."*

*-Unknown*



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## Appreciating Your People

In our annual Leadership Development training this year, we spent time discussing our strengths as leaders and how we recognize the strengths of those we manage. Recognizing the strengths of your employees not only helps develop them but also shows appreciation. As a result, they are more likely to engage in their work and you are more likely to retain quality employees.

Appreciation is relationship based and every interaction we have with someone either strengthens or weakens that relationship. The more we strengthen that connection, the more resilient the relationship becomes, allowing us to better manage the ups and downs of the job. Below are simple ways to show appreciation.

- Appreciate people's presence. People need to know others care that they are there and that their presence has an impact on your organization. Follow up with people who have missed work and see how they are doing. Greet people when they arrive and say goodbye when they leave.
- Appreciate their ideas and contributions. Actively listening to their ideas increases engagement and trust. Nurture a culture of sharing ideas. Seek their input and thank them for sharing with you. If it's an idea that can be implemented, recognize them with senior leadership as well.
- Appreciate people for who they are outside of work. Get to know your team and their passions, priorities, and responsibilities. Follow up on recent events and share your appreciation for their commitment to a particular cause or their community.
- Appreciate people's need for growth and development. This doesn't just come from promotions or sending them to training, it is about challenging and encouraging them in their careers. Take time to understand their career aspirations and look for ways to develop them to help them reach their goals.

Take a few minutes each day to show appreciation to your team members. Not only will they feel valued, but you too may also experience a more positive outlook on things.

The above was adapted from Simple Ways to Show Appreciation at Work (hbr.org)

**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

## OFFICE PRODUCTIVITY

A new poll showed nearly two-thirds, 65% of those surveyed, said that working in an office made them more productive than working from home. Only slightly more than a quarter, 27%, felt that working from home increased their productivity. Ongoing research is essential as the rapidly expanding world of artificial intelligence continues to expand the settings in which productive work is accomplished.

<https://tippinsights.com/tag/tipp-indexes/>

## HEMP/MARIJUANA: MORE RISKS!

Recent studies from the University of Colorado indicates that pregnant women who take CBD may be able to alleviate some nausea related to morning sickness. However, a mother's CBD usage during pregnancy is known to cross the placenta and accumulate in the human embryonic brain. What effect might this have on brain development and cognitive functioning of a newborn infant? Research regarding CBD exposure to prenatal brain tissue, currently being conducted in laboratory mice, indicates that neural communication is definitely stunted post birth in the laboratory. The exact effects of accumulated CBD on the pre-born human brain are not yet known, however, it is highly probable that further research will show similar negative effects for the human brain.

<https://www.MeganDalla-Camina.com/psychologytoday.com/us/blog/real-women/202303/how-to-deal-with-overwhelm>

## LOOKING FOR DEPENDABLE HELP?

People with disabilities are by far the most under-employed group. A position suited to their skill set is crucial for their success. Reserved Employment for the Opportunity Deprived (REOD) is a concept waiting to provide needed help in many workplaces. Every venue in the world keeps reserved parking spaces for people with mobility disabilities because otherwise they would be left out. Employers will benefit if they reserve relevant positions for unemployed people who need jobs with the same fervor as disability parking. Many persons, with a variety of disabilities, can relieve critical employee shortages when workplaces recruit from this 'able' population!

[Deaf People and Employment in the United States: 2019 \(nationaldeafcenter.org\)](https://www.nationaldeafcenter.org/)

## CORRECTION:

Our previous newsletter, Vol 24, #1, the lead article was referenced incorrectly. Titled "Artificial Intelligence, Stress and Mental Health" the correct reference for the past lead article is:

[https://journals.lww.com/co-psychiatry/fulltext/2020/07000/technostress\\_at\\_work\\_and\\_mental\\_health\\_concepts.16.aspx](https://journals.lww.com/co-psychiatry/fulltext/2020/07000/technostress_at_work_and_mental_health_concepts.16.aspx)

**NEXT ISSUE:** Addictive Behavior at Work



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## Maynard's Corner

EAP is easy as 1, 2, 3.

Your team members and dependents need to know three simple things: 1. that the Connections EAP is available, 2. it is confidential, and 3. at no cost to them.

Please encourage your team leaders to promote the program. We are happy to provide you with wallet cards, brochures, and posters to help encourage usage of the program.



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Please contact our office and let us know how many you need.

We are only here to help!