

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 24 #4

A Message from Matt

Recently, a record-crushing flood devastated several local communities in NWIA. Although a couple months have passed since the flood, empty shells of what were once people's homes and businesses abound and questions remain unanswered. In times like this, resiliency is tested, time and time again. Resilience won't make your problems go away. But resilience can help you see past them, find ways to enjoy life and better handle stress. Contact Connections EAP if you'd like to talk with someone who can help you learn skills to become more resilient and better face the challenges ahead.



MATT VISSER, CEO
matt@connectionseap.com

"A 'boundary' is where I end and someone else begins, leading me to a sense of ownership..., responsibility..., freedom and choice."



ANDY VISSER
andy@connectionseap.com

-Henry Cloud & John Townsend, Boundaries, 1992

Support Local Causes to Build Morale and Improve Retention

Many workplaces contribute financially to local organizations and/or sponsor volunteer programs. Doing so can build goodwill within the local community and boost a company's image.

A survey of more than 5,000 full-time workers by Edge research found that 79 percent of employees who volunteer through work-sponsored programs are satisfied with their jobs, compared to the satisfaction rate of 55 percent who do not volunteer.

If your organization is interested in implementing a program, start small and ask your team what local causes mean the most to them, whether it be through donations or volunteering. The point is to engage your team by getting their feedback and acting on it.

If you're an HR department of one, you don't have to do it alone. Asking employees to be a part of a committee is engaging in and of itself. Work with them to identify needs, create a plan and execute.

Leadership participation is crucial. Michelle Armstrong, managing director and head of philanthropy at Ares says, "More than half of those surveyed for our global study [53 percent] say that they might not participate in a workplace volunteer program if those senior to them don't make it a priority. They make clear that standing shoulder to shoulder with executives at a volunteer site makes the program feel more authentic."

Once you've donated or volunteered, be sure to take the time to recognize those who were involved. This might include a small gift or recognition in the company newsletter, or it could simply be senior leaders personally thanking those who participated. No matter how you contribute, be sure to celebrate and let your team know how much you value them!



written by Matt Visser

Adapted from <https://www.shrm.org/topics-tools/news/hr-magazine/employee-volunteer-programs>

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

ALCOHOL, DRUGS & THE RECOVERY CHECKLIST

People using alcohol or other drugs recreationally can be aware of their limits. However, addictions become ingrained very subtly.

The following checklist can document that a 'journey to recovery' is in order! Do you, does someone you supervise, or someone you love...

- Drink to forget something in the past.
- Seek out alcohol when feeling down or worried.
- Can't sleep or wake up without a drink.
- Cope with emotions by drinking.
- Have a hard time managing stress without alcohol.
- Engage in "binge drinking," ...five or more drinks on a single occasion.
- Have trouble maintaining relationships, hobbies, or activities because of drinking habits.
- Consistently go over self-initiated limits on drinking.
- Find yourself in dangerous situations or altering substances.



<https://startyourrecovery.org/>

IMPOSTER EMPLOYEE ASSISTANCE PROGRAMS.

Employee Assistance researcher Mark Attridge Ph D, MA recently undertook another seminal review and empirical study regarding employee assistance program (EAP) service delivery and effectiveness. Since the COVID-19 pandemic, financial difficulties and behavioral health challenges for employees have multiplied. More employers are ramping up support for mental health needs. Demand for EAP has soared, billions of dollars of venture capital have flowed into companies that are relatively new.

Typically, these efforts are digital Apps and internet platforms, self-care tools, iCBT robot programs, artificial intelligence features, with some providing online-only human access. Dr. Attridge demonstrates this profit-driven context has generated marketing efforts that are directly confrontational with empirically validated EAP programming. This recent research, published in the 'EAP Evidence Column' of The Journal of Employee Assistance, will be summarized on the front page of our next issue.

Maynard's Corner

Recently I spoke to a progressive company located in a small rural community. In that same community we have a credentialed provider.

However, a prospective client from that company did not want to use this local provider, as it was too visible. Their question was, "do we have to use this local provider"? The answer is no. We can refer you to a provider outside your local area.



MAYNARD WELLIK
maynard@connectionseap.com
Direct Phone: (515)890-0663

Connections EAP has a network of credentialed providers throughout the nation. When and where you need it.

We are here to help!

NEXT ISSUE: EAP Data: Responding to the Challenge of Imposter EAPs

CONNECTIONS INC