

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

Better to Give than to Receive

This adage contradicts our human nature but is nonetheless amazingly accurate. There is a ton of brain research that proves this with several parts of the brain being activated, but I like how Catherine Franssen, a neuroscientist, simplifies it for us.



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“The act of giving is rewarding to the brain and makes us feel good.”

When we focus only on ourselves, we deprive ourselves of the opportunity to experience true joy.

“Moral Relativism:
To be sure of hitting
the target, shoot first
and call whatever
you hit the
target.”
-unknown



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Managers – Protect Your Sanity!

Gone are the days when managers were solely taskmasters or productivity enhancers. Today, managers play a significant role in mental health support, having become even more influential than health care professionals such as therapists and doctors and mirroring the influence of spouses and partners, according to research by UKG.

According to SHRM, 34 percent of managers acknowledged that the mental health struggles of their direct reports have a noticeable impact on their own mental health and well-being.

Yes, managers do play an important role in supporting the mental health of their team, but a team member's personal stressors should not become their own.

Employees struggling with significant personal stressors are best served by qualified professionals. To assist team members and to protect their own mental well-being, managers must be comfortable suggesting the EAP as a potential resource. For example, “I’m sorry to hear that. It sounds like a really difficult situation, and I understand why it causes you stress. I’m not sure I’m qualified to help you work through this, but can I offer a suggestion? I think it would be beneficial for you to talk with someone who is qualified. The EAP has some great resources and perhaps talking with a professional would provide you with some ideas on how best to move forward.”

Always provide the employee with EAP contact information. They may never reach out or it could be months down the road, but at least you have planted the seed and directed them to appropriate resources. This is not only good for the employee, but it also helps protect your own emotional well-being.



by: Matt Visser

Portions of this article were taken from <https://www.shrm.org/topics-tools/news/hr-magazine/managers-supporting-employee-mental-health>

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

RETIREMENT... IS A CONVERSATION DUE?

More than 11,200 Americans will turn 65 every day from 2024 through 2027... over 4.1 million per year and “the largest surge of retiring Americans in history.” * Workplace leaders will likely see both an increase in personal delight and distress.

If personal needs surface in conversation, remind ‘retirees to be’ that the EAP may have useful information at <https://connectionseap.com/>. EAP counselors are an excellent resource should personal or family stressors surface in this transition. Leadership staff may find the following ‘icebreaker’ questions useful...

1. How are you feeling about your work (your profession) these days?
2. What are you still enjoying here at work?
3. What things are you ready to leave behind?
4. Does total retirement look good or is a transition desirable?
5. Your life in retirement – how different and/or similar will it be?

No matter how eager a person is to retire, some degree of ambivalence is natural. Exploring these issues ahead of time is usually less disruptive than emotional discord later.

https://cdn.ymaws.com/eapassn.org/resource/resmgr/jea/EAPA_Journal_202406_lr_1_.pdf

[*https://www.protectedincome.org/news/alliance-for-lifetime-income-retirement-income-institute-announcement/](https://www.protectedincome.org/news/alliance-for-lifetime-income-retirement-income-institute-announcement/)

LEADERSHIP IS AN INSIDE JOB

It starts with your personal leadership traits, such as integrity, trust, and competence – all of which are aspects of personal reliability. The following truisms are helpful, eye-catching, pieces of authentic leadership advice recently shared by a client:

- It matters not whether you think you can or cannot, you are correct.
- You get what you inspect, not what you expect.
- The best way to learn good judgment is through having (lots and lots of) bad judgment.

We suggest using approaches such as these, which will be most effective, one on one when the listener is most likely to hear what is being said. As a practice strategy, leadership staff may determine to repeat these exercises to themselves while passing through both good times and bad times.

<https://thelgroup.com/best-leadership-advice/>

NEXT ISSUE: “LOOKISM:” Recognizing Physical Attractiveness at Work

CONNECTIONS INC

Maynard's Corner

Much is said about this time of year. Holiday stress can pile up along with ongoing family, work, and financial obligations.

So, it's time to go to <https://connectionseap.com/>. On the home page, select the Orange Tab “Connections EAP VIDEO”. No username or password is required. This may sound repetitive, but you will find this information very helpful this time of year.



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Please know that your Employee Assistance Program is here to help. It's what we do!

Happy Holidays!