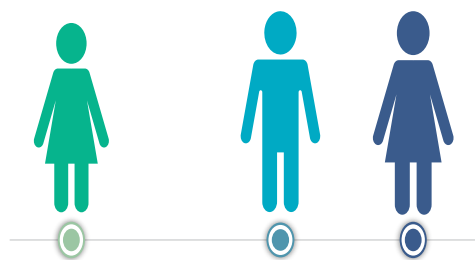




HEALTHY COMMUNITY IN THE WORKPLACE

I am now supervising both remote and onsite staff. I can see how communication, trust, and engagement (happiness & productivity) is challenging. What are the supervision challenges that will delay my referral of a problem employee to the EAP?



A sense of ‘community’ is essential to the mental and physical wellbeing of all people. You are wise to be concerned about communication - the key dynamic in ‘community’ for both remote and onsite workers.

The other two concerns you cite—trust and engagement—will depend on the effectiveness of your communication. Train yourself to observe people feeling left out or unsure of what is expected of them. If remote team members feel they are recognized, valued, and are regarded as equal to on-site employees, they are benefiting from healthy community. Deficits in these areas will result in cynicism, coworker conflicts, loss of

engagement, diminished loyalty, poor productivity and unwanted turnover.

Workplace schedules that combine both on-site and off-site hours are on the increase. This optimizes the healthy community with the desirable features you describe. Continue to be sensitive to employees experiencing a sense of unhealthy disconnection. The demands of work and personal/family life in the remote setting may increase stress. As supervisor, you too are required to invest more time and effort to measure and evaluate the quality or quantity of work. It is wise to be tuned to all stressors that may be best dealt with an EAP assessment and solution plan.

Written by: Andy Visser

**Leadership Orientation
Training - Session B**
Watch for Upcoming Classes

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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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