



IMPROVED PERFORMANCE WITH THE EAP

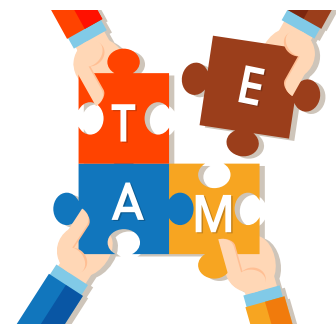
I have referred many employees to the EAP over the years. I often notice that personal problems are resolved, but performance also improves. This is expected, but it is often beyond what I anticipated. What explains this surprising level of performance improvement after employees visit the EAP?

When employees participate in the EAP, they are not only assisted in resolving a personal problem, but will also be engaged in ongoing activities or personal efforts that build and maintain a healthy sense of community. This tends to improve mental, emotional, and physical wellness.

Preventing relapse of a substance use disorder especially requires group engagement and self-care. Besides improved ‘teaming’ skills, there is a focus on improving diet, attention to health needs, stress management, chronic disease education, problem-solving,

goal setting, work-life balance, and attending to relationship problems at home and work. It is sometimes said that employees who visit the EAP for help with a personal problem get “better than well.” This is the phenomenon you are witnessing.

Written by: Andy Visser



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

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