

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 25 #1

A Message from Matt

Self-Care

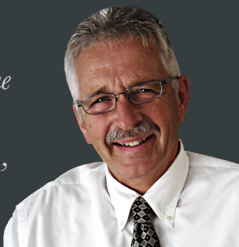
Taking time for self-care is essential for maintaining your well-being. Whether it's a few minutes of meditation, a walk in nature, or simply reading a good book, these moments help recharge your mind and body. Prioritize yourself by setting aside time each day to relax and unwind.



MATT VISSER, CEO
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Remember, self-care isn't selfish; it's a necessary part of a healthy, balanced life. When you take care of yourself, you're better equipped to support and care for others as well.

*"I've learned...
That to ignore the
facts does not
change the facts."
-Andy Rooney*



ANDY VISSER
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"LOOKISM:" RECOGNIZING PHYSICAL ATTRACTIVENESS AT WORK

Discrimination in favor of the good-looking individual (sometimes labeled 'Lookism') can have a negative impact on employees, team building, collaborative effort, company culture, and overall organizational health.

Lookism can be a favoritism undergirded by a psychological phenomenon known as the "halo effect." Example - good-looking people are judged to be smarter or more personable than physically less attractive counterparts. Physically attractive job seekers are more successful in moving through hiring processes and make more money. Curiously, beauty is not essential nor even an advantage, for all types of work. However, being physically attractive is common in most employment arenas.

Every person, especially those in leadership roles, can benefit by holding the mirror up!

1. Think of people in your circle of acquaintances, how does another's physical attractiveness shape my perception of them?
2. What opportunities exist for self-reflection and growing healthy insights regarding #1 above ?
3. How can we speak honestly about the role of physical attraction while staying mindful of how acknowledgement of such could be interpreted as sexually charged language?
4. How might your own looks-based values and associations show up in team building and collaboration?
5. What opportunities are there to engage with colleagues about the role looks play in supervision and hiring practices?



Connections EAP is ready to support employees, leadership and human resource teams to optimize opportunities to enhance collaborative productivity. A consultation with an EAP professional can provide a great forum to deal with "lookism."

<https://carlsonschool.umn.edu/sites/carlsonschool.umn.edu/files/2024-11/Dossinger-et-al-2023>

Written By: Andy Visser

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

UNITED KINGDOM STUDY: WORKPLACE MENTAL HEALTH PROGRAMS “INEFFECTIVE” – A CRITIQUE

EAP survey expert, Dr. Mark Attridge, PhD, points out inherent flaws in a recent study published in the Industrial Relations Journal Employee Well-Being Outcomes from Individual-Level Mental Health Interventions: Cross-Sectional Evidence From The United Kingdom (Fleming, 2024) was widely covered in the press, such as the New York Times and Forbes magazine. The study concluded “the results show that those who participated in individual-level interventions have the same levels of mental well-being as those who did not” (p. 176). Dr. Attridge notes that the study did not analyze the most germane kinds of data relevant to judging the effectiveness of individual-level mental health interventions. Employee Assistance Programs were not even listed as a choice. Thank you Dr. Attridge – not all that is called science reveals reality!

www.eapa.org

CORE TECHNOLOGIES – WHAT’S AN EAP??

“EAP core technology” represents the essential components of EAPs designed to create a unique approach to addressing work-organization productivity. An abbreviated summary of EAP core technology:

1. Consultation, training, and assistance for workplace leadership regarding troubled employees, enhance the work environment, and job performance.
2. Active promotion of Employee Assistance services to employees, family members, and the work organization.
3. Confidential and timely problem identification/assessment services/solution planning for employee/family clients.
4. Use of constructive confrontation, motivation, and short-term intervention with employee clients to address problems that affect job performance.
5. Referral source for employees & family members for diagnosis, treatment, assistance, & solution plans.
6. Assisting work organizations in establishing and maintaining effective relations with treatment providers’ & benefit providers’ contracts.
7. Workplace promotion to encourage employee access to benefits covering medical and/or behavioral health issues, not limited to, alcoholism, drug abuse, mental and/or emotional disorders.
8. Evaluation of the effects of Employee Assistance services on work organizations and individual job performance.

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

Maynard’s Corner

Occasionally, we need to step back and focus on what we are trying to accomplish. I thought it was time to again share our Mission Statement. It is as follows:

Connections EAP is a visible, proactive, engaging and comprehensive Employee Assistance Program with the highest level of customer service in the industry. Our mission is to provide holistic assistance products and services that support optimum productivity, teamwork, and healthy community in your organization.



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Connections Inc. is here to help, that’s what we do!

NEXT ISSUE: MANAGING TOXIC EMPLOYEES

CONNECTIONS INC