

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 25 #2

A Message from Matt

Assessing Potential

Assessing potential in employees can be difficult. Often, we're looking for specific attributes and skillsets vs looking at the whole person. Instead of saying, "they're not the right person for the job", ask "what is the right job for that person".

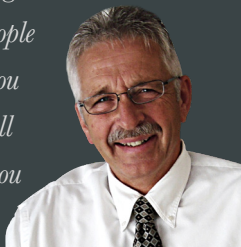


MATT VISSER, CEO
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Matching the right people to the right jobs could unleash potential you never knew existed.

"...people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

-Maya Angelou



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MANAGING TOXIC EMPLOYEES

April through September of 2021 was the height of the Great Resignation where 24 million Americans left their jobs. So why is this still relevant? Because the greatest reason for leaving was NOT compensation.

Revelio Labs analyzed data from 34 million online employee profiles and company reviews to understand why so many workers resigned. Their findings revealed that a toxic corporate culture was the primary reason for employee turnover, significantly more influential than compensation, which ranked 16th.

Toxicity in the workplace can stem from both leadership and rank-and-file employees. Toxic employees disrupt morale, productivity, and engagement, leading to higher attrition rates. Identifying toxic employees involves recognizing behaviors such as constant disruption, complaints about leadership, and poor relationships with colleagues. These employees often exhibit withdrawal, frustration, and a lack of pride in their work.

It's important to distinguish between toxic and difficult employees. Difficult employees can be reasoned with and are open to feedback, whereas toxic employees are not. Remote work can make it harder to identify toxic behavior, but signs include micromanaging during group calls and gossiping via chat.

To manage toxic employees, managers should address the behavior immediately, document all incidents and actions taken, and confront the employee directly. Setting clear expectations and providing specific feedback is crucial. If the toxic behavior persists, managers must be prepared to terminate the employee to protect the well-being of the team and organization.



Ultimately, creating a toxic-free environment is essential for employee well-being and organizational success. Leadership must foster a space where employees can thrive and be their authentic selves.

The above article was adapted from "Managing Toxic Employees" featured in HR Magazine author Kylie Ora Lobell

Written by: Matt 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

SEXTORTION

Social media platforms con naïve teens who are easily flattered, particularly 14 – 17 year-old boys, into thinking that a cute girl wants to chat with them, then are terrified into paying off scammers lest parents, teachers, and friends find out. Suicide rates skyrocket according to...

- The National Center for Missing and Exploited Children (NCMEC) reports an 18,000% increase in sextortion scams from 2021-2023.

<https://www.missingkids.org/theissues/sextortion>

- The National Center on Sexual Exploitation drew attention to the abysmal job combatting it by tech companies. The Center notes that tech companies are circulating their how-to guides, literally publishing how to sextort minors, openly on YouTube, Facebook groups, Instagram and TikTok. Snapchat alone has allowed over 10,000 sextortion reports per month to go unaddressed.

<https://endsexualexploitation.org/articles/sextortion-the-largest-blackmail-operation-in-human-history/>

MARIJUANA - DUI - PUBLIC SAFETY

Removing those who drive from the road if they are under the influence of marijuana is complicated for law enforcement officers.

The U.S. Supreme Court ruled June 23, 2024, that obtaining biologic specimens using a breathalyzer is allowed, but obtaining blood specimens will require a warrant. The Court stated, “The Fourth Amendment permits warrantless breath test incidents to arrest for drunk driving but not warrantless blood tests. Breath tests do not implicate ‘significant privacy concerns’” and “the physical intrusion is almost negligible.” However, blood tests are a different story: “They ‘require piercing the skin’ and extracting a part of the subject’s body ... thus are significantly more intrusive than blowing into a tube.” The increasing potential for those causing harm while driving under the influence of marijuana is a huge threat to public safety.

<https://exclusive.multibriefs.com/content/supreme-court-ruling-hampers-efforts-to-prevent-marijuana-dui/law-enforcement-defense-security>

Maynard's Corner

Trustworthy information can be hard to find. Your Connections Inc. EAP has a trusted source of information available to you and your dependents.

You may go to www.connectionseap.com and login with your employee username and password. On the website, select “Work/Life”. “News For You” scrolls as large images with various topics for you to click on. Also, there is an option to “Search” any topic.



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This is a TRUSTED Resource. The information here provides direct answers to your questions and recent topics. After all, we are here to help!

NEXT ISSUE: EMPLOYMENT, CHRONIC PAIN & NEW SOLUTIONS

CONNECTIONS INC