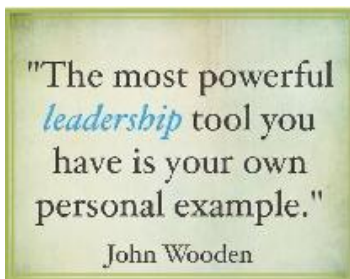




FEEDBACK AFTER FORMAL REFERRALS?

I formally referred my employee to the EAP for being quarrelsome with coworkers. I don't know what the underlying issues were with this employee, but it worked! The EAP provided updates letting me know the employee was participating in the program. Is this necessary?



It is likely the EAP made a decision that feedback to you would be important to help the employee remain both focused and motivated to continue treatment or involvement in whatever help was determined necessary. The leverage of the formal referral you made, which employees always perceive to be linked to their job security (whether stated by you or not), is what created (or helped create) a sense of urgency to get help for the quarrelsome behavior. Dozens of health issues or conditions could contribute to

such behavior: poor sleep, chronic pain, depression, alcoholic withdrawal, and a plethora of psychological issues or habits of communication. Be sure to periodically praise the employee's performance and cooperation with others at work. Realize that the role of a manager in influencing the employee's productivity and wellness doesn't end after the referral. Instead, it is often the beginning.

Written by: Andy Visser

Leadership Orientation Virtual Training - Session B

Tuesday, Dec. 9, 2025
1:00PM-3:30PM CT

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing: (info@connectionseap.com) for more information or register online: www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

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