

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

Boundaries

Setting boundaries between employees and supervisors regarding personal lives is essential for maintaining professionalism and mutual respect. It helps prevent favoritism, reduces emotional strain, and protects privacy. Clear boundaries ensure that



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personal issues don't interfere with workplace dynamics, allowing both parties to focus on performance and collaboration. This separation also promotes psychological safety, helping employees feel secure and respected. Ultimately, it contributes to a healthier work environment where roles are clearly defined, and personal well-being is safeguarded.

"A clear conscience may be the sign of a fuzzy memory."

-(Anonymous)



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POSITIVE PSYCHOLOGICAL PRACTICES AT WORK

While some growth in workplace mental health services has occurred, recent workforce surveys have pointed to continued problems with worker loneliness, engagement, and burnout. Employees who feel burned out are roughly three times as likely to actively seek alternative employment.

A recent employee survey conducted by the Society for Human Resource Management (SHRM) indicated:

- 51 percent of workers feel used up at the end of the workday.
- 44-45 percent feel emotionally drained and burned out.
- 30 percent of workers say their jobs often make them feel stressed and most of these indicate they feel overwhelmed.

Compounding these challenges is the pervasive workplace culture of sacrificing personal well-being for professional advancement. Many employees, particularly women, tolerate toxic work environments and forgo vacation time to protect their jobs or advance their careers. This reality underscores the urgent need for organizations to put employee welfare ahead of short-term organizational gains. Positive recommendations include:

1. Investment in Awareness and Education: Ensure employees know about available mental health resources. Provide training for HR and leadership teams on recognizing, addressing and supporting distressed and distracted employees.
2. Normalization of Conversations Regarding Stress: Validate employee comments that reveal stress and discouragement. Encourage leaders to listen and model healthy behaviors prioritizing self-care.
3. Enhancing Support Systems: Expand resources to better meet employees' diverse needs. Offer flexible policies, discuss opportunities and policies that promote work/life balance and reduce employee stress.
4. Addressing Organizational Culture: Align organizational values with actions by demonstrating a genuine commitment to employee well-being and foster a supportive/compassionate workplace culture.
5. Promoting Self-Care and Boundaries: Encourage HR professionals and managers to prioritize their own well-being and establish healthy boundaries. Provide resources and support for coping with stress, managing workloads and seeking assistance when needed.



by: Andy Visser

<https://www.shrm.org/executive-network/insights/worker-mental-health-challenges-productivity-risk-hr>

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

POSITIVE PSYCHOLOGY IN THE WORKPLACE

160 EAP counselors, and other workplace involved mental health professionals, were asked to rate the practices of 'Positive Psychology' (PP) at work.* Among multiple topics in the survey, six major workplace "PP" topics were rated for '**Current Use**' and '**High Importance**' in the interest of optimizing healthy teaming and productivity at work.

PP Area	Current Use	High Importance
• Providing PP counseling to individual employees.	62%	81%
• Providing PP expertise to managers & workplace leaders.	49%	82%
• Helping managers become leaders encouraging PP health.	53%	84%
• PP responding to crisis incidents - alcohol, grief, loss, etc.	60%	81%
• Encouraging employees to use mental health apps.	51%	63%
• Enhancing the workplace culture building employee resilience.	76%	92%

This data demonstrates that the helping professionals see multiple opportunities to optimize positive psychology at work by coaching and training supervisors and leadership teams.

*https://cdn.ymaws.com/eapassn.org/resource/resmgr/jea/eapa_journal_202508.pdf

MORE ON EFFECTIVE COMMUNICATION STYLES

Effective communication enhances the success of interpersonal relationships at work and in personal contexts. One of the most constructive and respectful forms of interaction is *assertive communication*. This approach:

- allows individuals to clearly express their needs, thoughts, and feelings.
- considers the perspectives and rights of others
- can help employees recognize their default communication patterns and adopt effective, collaborative, and respectful strategies.
- reduces passive or aggressive tendencies.
- resolves long-term interpersonal strain in the workplace.
- leads to stronger team dynamics and reduced tension.

Assertive communication teaches employees how to use a conversational 'Goals–Plans–Action' approach giving structure to communication which helps reduce burnout, misunderstandings, and interpersonal friction – core goals in any workplace setting.

https://cdn.ymaws.com/eapassn.org/resource/resmgr/jea/eapa_journal_202508.pdf

Maynard's Corner

I had the pleasure of meeting a new HR Director of one of our client companies. We discussed the many services included in our program. She had prior experience with EAPs and was surprised by the comprehensive benefits included in Connections Inc. program.

If your company has a change in management, HR or supervisory staff, please let us know. Our communication with the right people is imperative for the success of your team.

After all, we are here to help. That's what we do!



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NEXT ISSUE: UNDERSTANDING MISCONCEPTIONS ABOUT PSYCHOLOGICAL SAFETY

CONNECTIONS INC