



HELPING AN EMPLOYEE WITH BURNOUT

We have an employee who visited the EAP and then shared with two of us (supervisor and mentor) her struggle with anxiety and burnout. She then requested time off for a couple days. Can the EAP help verify whether the work she is doing is too much for her nervous system? She wants to keep her job, but we need expert input.

You stand to be complemented that your employee trusts you with personal information as leadership staff. Although the EAP can work with your employee to address her mental health challenges, the opinion regarding her ability to perform essential functions of her position must be determined by the management team. Consultation with Human Resources, the EAP, occupational health, and/or medical providers can be

excellent resources to help management make the best decision possible. The EAP primarily is supportive, focusing on helping employees and connecting them with ongoing community resources when needed. EAP alone does not assess fitness for duty, certify disability status, or recommend job restrictions. These functions are managerial in scope.

Leadership Orientation Training - Session B Virtual

Mon. April 6, 2026
1:00pm - 3:30pm

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:

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.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor. Copyright 1998, FHG.