



See Things Differently

A Newsletter for *Performance* Employee Assistance and Business Services Partners

Supervisor

Q It does not appear that my employee drinks on the job, but it does seem that this person suffers from hangovers a couple of times a month. At present, job performance is not affected. Is there something I can do to formally intervene?

A First talk to the EAP. Because you are having difficulties identifying performance issues, consulting with the EAP will make it easier to develop an approach that includes specific performance issues you may be overlooking. The goal is to help you make an effective administrative referral. Many people do not realize symptoms of hangovers create cognitive and psychomotor difficulties as much as intoxication does. This is a safety issue as well as a productivity concern.

Call *Performance EAP* 337-436-9533 to discuss your options.

Toxic Friendship - an Oxymoron?

Believe it or not, most people are not taught the value of taking care of *themselves*. Even as children, the admonition is to “take care of your little sister,” or “watch out for your brother.” The need for self-care seldom becomes apparent until a person is feeling overly stressed or abnormally exhausted for an extended period of time.

One of the surprising causes of stress and exhaustion is a “toxic friendship” with someone who often creates chronic emotional distress for others, including you! These are “friends” who break promises, betray confidences, or undermine on-the-job relationships. There are many types of toxic behaviors, but the bottom line is that these so-called “friends” don’t leave you feeling good about yourself.

Feeling trapped with an inability to let go or be assertive in these relationships is a never-ending struggle. CHANGE starts with recognizing that the toxic relationship exists, that you do have choices, and that YOU are doing things that keep change from happening. For example, you may feel rewarded for acting in a way that pleases this person and meets their needs, even though you don’t feel it is reciprocated.

Do you have friends who are *not* toxic – people you trust, and who support you? Rely on them to be honest with you in your goal of making changes and taking the steps necessary to conclude or end a toxic friendship. Short-term counseling can also make a big difference in your rate of success. Call *Performance EAP* and speak with a trained counselor.

Take the action steps necessary to learn and care about *yourself*. Figure out what choices are you *really* making and how you can make the preferred choices to put real happiness back in your life. You’re worth it!

Performance
Employee Assistance
and Business Services

A program of Family & Youth
and
member of



June 2010

News You Can Use

Join us for a day of fun and excitement!

Family Festival

August 21, 2010

9:00 a.m. to 4:00 p.m.

Lake Charles Civic Center

Performance Employee Assistance and Business Services
A program of Family & Youth

Your EAP Can Help - call 337-436-9533.



A trusted resource for your organization, the **Performance** EAP staff members are skilled in working with individuals and groups. Our counselors have a reputation for neutrality, unbiased honesty, and the ability to help build relationships. They also have a unique understanding of the work culture as well as the knowledge of its emerging needs. Are these strengths advantageous in assisting organization in other ways?

Yes...our professional staff is an untapped consulting source offering powerful insights about workforce trends and emerging needs, strategies for effective communication, and guidance for workforce teams, departments, or the whole organization.

So if you are a manager who leads others, a policy maker who must influence organizational change, or an employee with a productivity idea that you would like to discuss confidentially, call **Performance EAP** at 337-436-9533 and make an



Stress Management

You are driving down the highway. Yikes, your car is slowing down, so you push harder on the accelerator. It continues to decrease in speed until there is no power. You can hardly control the vehicle, you struggle to move to the side of the road, and there you stop. If you had checked the gauges earlier, you might have seen you were almost out of gas.

Do you sometimes feel you are the car, working harder to move forward, struggling to stay on path? Think of yourself as a car equipped with gauges and lights to warn us if any problems are developing. *Do not ignore the warning signs!*

Four warnings signs of stress are changes in: 1) body functions and physical health, 2) emotions and feelings, 3) behavior, and 4) thoughts.

The ultimate goal is to strive for a balanced life, with time for work, family, and relaxation. If you are experiencing any of these warning signs, call **Performance EAP** at 337-436-9533 for confidential assistance.

SPECIAL TRAINING @ FAMILY & YOUTH

For more info, or to register call 337.436.9533

Employee Relations Workshop

Constructive Confrontation Part 2

Wednesday, July 14, 2010
11:00 a.m. to 12:30 p.m.

Performance
Employee Assistance
and Business Services

Family & Youth Community
Conference Room

ANGER MANAGEMENT

Thursdays, 6:00 p.m.

Anger may be our most misunderstood emotion. Although it is a normal and positive emotion when handled effectively, out-of-control anger can be destructive when mishandled. Don't let your anger take control! Join us for one individual session, six group sessions, then one follow-up session and *get a handle on your anger!*

The Other Side

Q As a supervisor, what can I do not to get involved in the emotional aspects of my employees' personal problems?

A Involving yourself in the resolution of an employee's personal problems can be burdensome. It can also take an emotional toll. As a concerned supervisor with strong emotional ties to your employees you may empathize too deeply, adding to your own stress. Your EAP can relieve you. By detaching yourself from the emotional issues you are free to manage your employees' performance.

Submit your questions for The Other Side Q&A to Candis at candis@fyca.org, or fax 337-439-9941.

Family & Youth's guiding principle is that all individuals possess the ability to solve their own challenges and live full and healthy lives when support is available.

