

2011

Supervisor Newsletter



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I finally confronted my employee about his temper, and he agreed to do something about it. He has information about an anger management class and promised to go. I'm proud of him. He is motivated and is doing the right thing. So, is the EAP necessary?



A: Although your employee

appears motivated to do something constructive about his anger, you should still encourage him to take advantage of the EAP. There may be other explanations for his angry behavior, and the EAP could help identify them. For example, if his anger issues were a symptom of another problem like alcoholism, an anger management class alone would have little lasting effect. Many illnesses could explain a volatile temper, including depression, neurological disorders, and a variety of untreated or improperly managed diseases and health conditions. Approving of your employee's plan reinforces his pursuit of a course of action that may not work. Not making a supervisor referral to the EAP based upon the unacceptable behavior may contribute to his behavior problem getting worse, a delay in obtaining proper help, and other risks associated with his performance and behavior.

Supervisors:

Please remember to recommend employees contact the EAP as soon as you become aware they may have a counseling issue. We are here to serve you!





I caught my employee taking office supplies for personal use. Most employees take a pen or two, but he had a load of stuff. He has a part-time business, and I think this explains it. I warned him, but should I involve the EAP?

AYour employee is stealing, but what explains his behavior is something you cannot determine. It is safe to say that most employees with part-time businesses do not use their employers to meet their office supply needs. So there is probably an explanation to his stealing supplies other than the convenience of a supply closet at work. Your employee may never steal again after you confront his behavior, but making an EAP referral is still a good move. There may be unusual reasons for your employee's behavior. For example, he may have a mental health problem associated with compulsive behavior and guilt. In this instance, your confrontation may generate a crisis that will facilitate his accepting help. Ultimately, an EAP referral may keep your employee from losing his job, since most employers have little tolerance for employees who steal.

Monthly Quote for the Workplace

*"By working faithfully eight hours a day you may eventually get to be boss
and work twelve hours a day."*

~ Robert Frost