

2012
November

Supervisor Newsletter



Well Connect

Life and Workplace Solutions

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A:

I described my employee as "moody" on his performance evaluation, but he succeeded in having the statement removed. I thought this term was precise and descriptive, but have been told it was too vague. What else could I have written?

Some of the most valuable team skills can be tough to practice, even for a strong leader with vision, passion, and a record of accomplishments. Your success demonstrates an ability to



and work with others to achieve it. Still, there's always room for growth. Challenge yourself and grow by practicing these skills: 1) Demonstrate being open to feedback and constructive criticism; 2) Share control by letting others be in charge, even when you must be responsible for the outcome; 3) Let

others discover their own way of accomplishing a task, even if you know a better way; 4) Share information and seek continually to improve methods of sharing it; and 5) Share success with team members by recognizing that you are not the most important person on the team, but a member of a team with an important purpose.



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!

A:

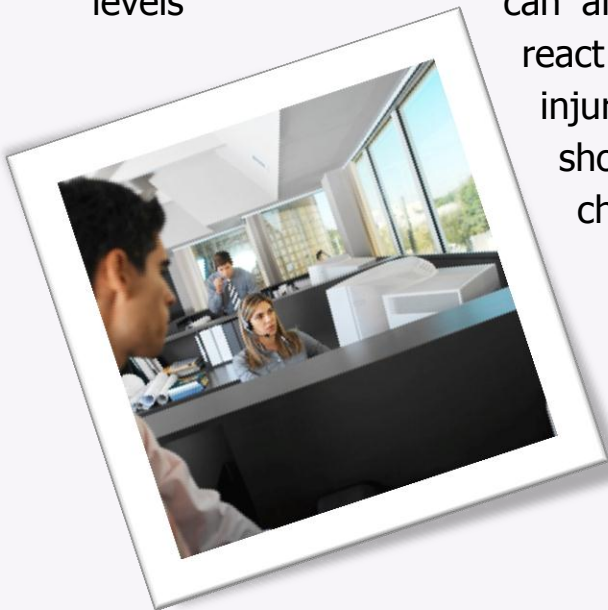
Suggesting the EAP is a

good idea. The EAP can offer support or locate services that your injured employee may find valuable. Injured employees out of work may experience unexpected stresses and personal

problems that can delay their recovery. These setbacks can include depression from chronic pain, loss of mobility, and loss of work identity; anger at coworkers who don't call to inquire as to their condition; and conflict in relationships from sudden changes in roles, sharing of chores, and other responsibilities at home. Frustration and guilt over the inability to return to work or to function at pre-injury levels

can also interfere with recovery. Men and women may react differently to these stresses. EAP help for an injured employee can mean the difference between a short time off work and an injury that becomes a chronic problem

My employee injured her back at work and is out for the next several weeks. She is a good performer with an excellent work record. Should I recommend she contact the EAP?



Monthly Quote for the Workplace

Opportunity is missed by most people because it is dressed in overalls and looks like work

~ Thomas A. Edison ~