Help your employees work smarter, not harder (and be healthier)

Why employees may need EAP services now more than ever

Growing numbers of employees find themselves feeling exhausted and in need of mental health assistance or support from their manager or supervisor. Anxiety, stress, being overworked and worried about their wellbeing can contribute to feeling “burned out.” Employees may look to their company leaders to feel more appreciated, and cared for, whether they work remotely or onsite in the workplace.

Since the start of the pandemic there’s been a rise in the use of EAP services. That trend shouldn’t surprise anyone. Employers may find themselves challenged to properly assist employees in coping with the life changes they face at home or at work. Working from home has been challenging for some employees. Many of them are still struggling to achieve that elusive “work-life balance.”

As employees transitioned to remote work, many sacrificed their personal time to meet demanding deadlines and the expectations of their employer. Working long hours initially increased productivity, but now many employees feel overworked, disconnected and less engaged with their workplace. They may need additional support. Your Advocate Aurora Employee Assistance Program can help.

Trained counselors are available 24/7 to help employees navigate this new world order. Counseling sessions can be completed in person, over the phone or through live video calls. No-cost, confidential counseling sessions can help employees work through problems, without accessing their insurance coverage. Advocate Aurora EAP counselors can also link employees with:

- community resources
- support groups
- additional EAP work/life services or insurance-billable treatment

 Advocate Aurora EAP training opportunities

EAP resources are available for managers and supervisors, too, helping them manage complex workplace situations. Advocate Aurora EAP staff can provide training sessions at your workplace, or host them in centralized locations or through online webinars. Management training topics include:

- Alcohol and other drug awareness for leaders (reasonable suspicion)
- Anti-harassment awareness
- Communication styles
- Fostering mindfulness
- Leading with happiness
- Managing change in the workplace
- Managing conflict
- Supervisory skills development

For more information, please call Advocate Aurora EAP at 800-236-3231
Insight

An e-newsletter for leaders from your Advocate Aurora Employee Assistance Program.

EAP training opportunities...

Advocate Aurora EAP offers employee training on topics such as:

• Balancing work and home
• Removing barriers to optimal health
• Changing times
• Understanding depression
• From stress to strength
• Interpersonal communication styles
• Respect in the workplace
• Substance abuse awareness

Tips for managers to work smarter (but not harder)

• Delegate more – mastering the art of delegation is essential for any manager or supervisor. Delegating will make you more productive. Just be sure not to overload your employees with all of the mundane tasks you simply don’t like to do.

• Cut down your “to-do” list – limit the list to three to five items you want to accomplish each day. A shorter list is less intimidating and more achievable. Begin with your most important tasks first and work your way down the list.

• Focus on high-impact tasks – Work smarter by concentrating on things that are most critical to your job performance and your organization’s success.

• Don’t ignore your own energy cycle – Everyone’s energy spikes at different times of the day. Tackle your most challenging work during the time periods when you have the most energy.

• Take a break; know when to quit – Take short breaks throughout the day. This will pay dividends in increased productivity. So will knowing when to shut down your computer for the day. Tomorrow is a new day.

One final thought

As a leader, you may not feel properly equipped to handle all of the current challenges present in your work environment. Collaborating with Advocate Aurora EAP — your wellness partner with the experience to handle these challenges —can help your workforce thrive with healthier, more motivated and engaged employees.

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Advocate Aurora Health®