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I can admit that I am too much of a micromanager. But I am not sure how to change this pattern. Do I need counseling in order to deal with my anxiety and learn how to let it go?

First, to free yourself from the need to micromanage, you will need to learn to delegate responsibilities and coach individuals through the process of responsibility. If you can learn to coach others, you in turn will enjoy and relish relinquishing control. Well-coached employees are creative forces that can be counted on to provide solutions that supervisors may not have considered. Also, your employees to whom you delegate will utilize their own unique talents and approaches to solve problems. If you still find that you struggle to release control, ERC: Consultants offers leadership development services to assist in learning this new skill.

I have sensed a lot of anxiety among employees over the past couple of months. Everyone knows about the EAP, but can the EAP do presentations for us and what might such a presentation comprise?

When EAPs help employees with anxiety or other concerns, they first carefully rule out other conditions that may mimic anxiety or heighten anxiety. Although your employees know about the EAP, always be sure to suggest the program to those you recognize as having more obvious needs. ERC offers a variety of trainings to meet the specific concerns your organization is facing, including topics surrounding anxiety, change and mindfulness. An EAP presentation might include reinterpreting and reacting more effectively to stress, especially changing one's habitual reactions to it. An EAP Counselor is always available to help individuals build the tools and skills necessary to effectively manage today's and tomorrow's stressors.

I have an employee who looks like they have a meth problem. I don't know if they are using or not, but are these physical signs something I can use to encourage EAP self-referral?

First, don't diagnose! As a leader it is important to address when an employee is presenting signs of impairment. It is also your responsibility to look out for the safety of every employee. An addictive disease is chronic and progressive, so the situation will only get worse if substance abuse is the issue. Again, it is not your responsibility to diagnose the cause of a presenting problem but rather to use your organization's substance abuse policy to guide your actions in these types of situations. These policies are intended to guide leaders on how to recognize potential situations where an employee may be at risk of harming themselves or others because they might be under the influence of a banned substance. Check with your Human Resource leader on your organizations substance abuse policy. The EAP is often involved in providing consultation services and training to leaders on this topic, as well as providing clinical assessment services to the employee in violation of the company's substance abuse policy.