

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 18 #5

## A Message from Matt

Glass half empty?

Glass half full?

Your approach to life is a learned behavior that starts with self-talk. Self-talk is the constant stream of unspoken thoughts that go through our minds. These thoughts become habit and impact how we view the world. The good news is that habits can be broken! Shifting your self-talk to a glass-half-full approach provides a great return on your investment in the form of better physical and mental health. So next time, instead of saying "I can't do this" tell yourself "I'll give it another try".



MATT VISSER, CEO  
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*"Accountability, encouragement and counsel are great benefits of having an honest & supportive friend."*



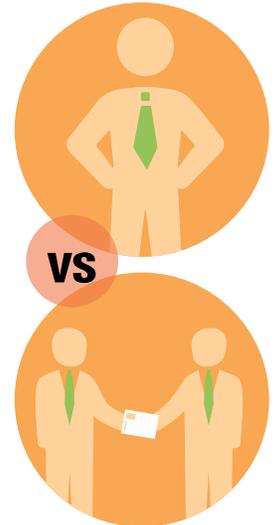
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## How Cohesive is Your Team?

Nicholas Know-It-All is a talented lead programmer with 24 years in the company. Nick is impatient. He plays 'one-up-man-ship' with team members. He is the key component in a crisis level 'unwanted turnover' problem in the IT department. No one can recall hearing Nick ever say, "I'm sorry" or "That's my error." Nick's behavior has been alluded to in numerous executive team sessions and nothing changes!

Patrick Lencioni, the author of the book *The Five Dysfunctions of the Team*, suggests there are five dysfunctions which keep management teams from addressing employees like Nick, leaving the organization feeling paralyzed and helpless! He identifies:

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoiding Accountability
- Inattention to Results



The functional team by contrast:

- Trusts one another because they are willing to own personal error as well as success
- Engages in productive conflict around ideas, not persons
- Reliably commits to the team's decisions and plans of action
- Hold one another accountable for delivering on those plans
- Focus on the achievement of collective results

Connections affirms Lencioni's work. We have too often seen the dysfunctions in practice. We know the transformation that occurs when leaders trust, engage, commit, embrace accountability and focus on shared results. We welcome the opportunity to support your team. The process begins with the Team Assessment, a web-based tool designed to reveal the strengths and struggles of your team. It is the catalysis for dynamic team dialogue in the building of competent and confident leadership. If you are interested in learning more, please contact **Matt** at **800-779-6125** or **matt@connectionseap.com**.

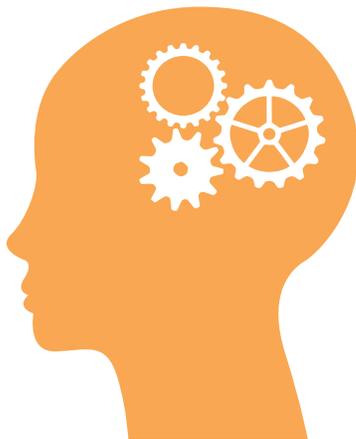
**Connections Inc. Employee Assistance Program's** mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

# Newsworthy:

**MENTAL HEALTH.** Suicide is a dreaded but too common in the experience of many employees. Internet resources are readily available to colleagues or family members concerned about depressed and possibly suicidal acquaintances. Questions such as:

- “Will talking about suicide to a person, make them suicidal?”
- “Is threatening to kill yourself just a ploy to get attention?”
- “If a person who is depressed and suicidal suddenly seems to feel better, are they no longer at risk?”



We have found these and other questions answered well at <https://crisiscentre.bc.ca/frequently-asked-questions-about-suicide/>

**ELDER CARE.** People live and age in communities. The dramatic rise in the number of older Americans over the next three decades will have a direct and dramatic impact of every community in the nation. By 2030, people 65+ will comprise almost 20 percent of the nation’s population but in many communities that percentage is already a reality.



Families or individuals facing decisions about living options will find a convenient web tool under ‘Livable Communities’ section of the National Association of Area Agencies on the Aging web page - <https://www.n4a.org/livablecommunities>

## Maynard’s Corner

Connections Inc. programs have developed over time to meet the needs of clients. This was accomplished by client feedback over the last 28 years.

Recently, a client contacted us with a question that has sent us to the drawing board to see how we can meet the need.



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We at Connections really appreciate that type of feedback and questioning. Nothing is off limits as the work/life environment continues to change within your business.

Please don’t hesitate to ask, it just might work, and we are happy to help.

**NEXT ISSUE:** Texting, (Anti) Social Media and Our Ability to Talk



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