

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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A Message from Matt

New Year's Resolutions:

How long does it take to change a habit?

A week, a month, 3 months?

Answers vary depending on the source, but one thing is

certain, habits are hard to change. Change can be overwhelming, and we tend to beat ourselves up when we make a mistake. Unrealistic expectations lead to disappointment and discouragement, so be realistic in your goals, cut yourself some slack when you make a mistake, and give yourself enough time to make a meaningful change for the long term.



MATT VISSER, CEO
matt@connectionseap.com

"Don't discuss sensitive subjects before dinner, eat first!"



ANDY VISSER
andy@connectionseap.com

SIX SCARY NUMBERS FOR YOUR ORGANIZATION'S EXECUTIVE TEAM

Change in the employment world is happening fast. Think, for example of productive talent. If you leave employees waiting, they are already leaving! Leaders must be "always-on" to the emotions, opinions and attitudes of their employees. In that spirit, Gallup shares six recent, insights:

- 1. Only 22% of employees strongly agree their leaders have a clear direction for their organization.** Despite communication efforts, leaders are not seen as 'knowing where the organization is headed.'
- 2. Only 26% of employees believe their organization always delivers on its promises to customers.** Delivering on promises to customers is necessary. In the social media world, missing this mark is instantly damaging.
- 3. Only 12% of employees strongly agree that their organization does a great job of onboarding.** "Onboarding," while a popular concept, too often is 'Taking care of the paperwork.' Instead:
 - communicate the uniqueness of your work culture
 - assist new folks to visualize how they and their work matter
 - communicate what's expected of recruits
 - visualize a long-term career path with you
- 4. Only 14% of employees strongly agree that the performance reviews they receive inspire them to improve.** Overhaul the annual review and inject frequent (weekly/bi-weekly) performance feedback. Employees look forward to receiving feedback.



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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

5. **67% of employees claim burn out at work.** Burnout is serious and impacts employee attendance (63% are more likely to take a sick day), health (23% are more likely to visit the emergency room,) *performance, retention, career growth and family life.* 'Listen and learn' supervisor routines prevent burn-out!
6. **51% of currently employed adults in the U.S. say they are searching for new jobs or watching for new job opportunities.** Desired jobs provide:
 - flexibility
 - the sense of personal achievement
 - opportunities to grow

WHAT DO THESE 6 ITEMS MEAN FOR EXECUTIVE LEADERSHIP?

Business is moving faster than ever. The old ways of doing things aren't working anymore. *Today's executive leadership needs to be more connected -- in a persistent, "always-on" capacity -- with the emotions, opinions and attitudes of their employees.*

Are your employees:

- Waiting a year to figure out if they belong with you?
- Waiting a year to talk with their boss about their performance?
- Waiting a year to grow professionally?
- Waiting a year to stop feeling burned out?
- Waiting a year to know leadership's vision for your organization?

If you leave your employees waiting, they are already leaving -- and that should worry any leader.

https://www.gallup.com/workplace/244100/scary-numbers-organization-suite.aspx?g_source=link_NEWSV9&g_medium=TOPIC&g_campaign=item_&g_content=6%2520Scary%2520Numbers%2520for%2520Your%2520Organization%27s%2520C-Suite

Maynard's Corner

The holiday celebrations were fun with family and friends, but credit card bills are now due. The recent holidays may have been a little stressful, but the months following can be more stressful.

Your Connections Inc. EAP includes Credit Counseling Services. Please contact us to

start the process. Or, go to www.connectionseap.com. You will find financial and credit information to be a valuable resource while addressing stress this time of year.

While on the website, please take time to view the many other valuable resources listed.



MAYNARD WELLIK
maynard@connectionseap.com
Direct Phone: (515)890-0663

NEXT ISSUE: "What Advocates of Legalizing Pot Don't Want You to Know"

CONNECTIONS INC

925 Westview Drive, Rock Valley, Iowa 51247 | Call (712) 476-2889 or 800-779-6125 | FAX (712) 476-2464

www.connectionseap.com | E-mail at: andy@connectionseap.com