



# EAPnews

Employee Assistance Program

## First Quarter 2009

### EAP Help for Employers Facing Layoffs

The current business climate has many organizations making difficult decisions regarding jobs and resources. WellSpan EAP is ready and able to assist organizations and employees forced to deal with downsizing and facility closures.



- **Management/supervisory consultation** services are available at any time.
- **Onsite response services** can be made available to assist individuals dealing with job loss as well as those “survivors” dealing with the guilt and anger created by a layoff situation.
- **Printed resources** for management and affected employees can be sent to your attention for redistribution.
- **EAP counseling services** can be extended to cover employee populations forced to leave employment.
- **Staff development and training programs** on topics such as coping with change, resiliency, stress management and team building can prove helpful for staff members remaining after organizational restructuring has occurred.

For more information or to request assistance for your organization, please take advantage of the resources offered through WellSpan EAP by calling 1-866-227-6527.

### April Breakfast Topic – Financial Education

Money is on everyone’s mind; especially your employees’. Up to 80% of financially stressed workers spend time worrying or dealing with money issues on the job. Please mark your calendar for a presentation focused on resources you can share with workers looking for information, assistance and answers to financial problems.

**Thursday, April 9, 2008** (8:00 - 9:30am)

**Topic:** Financial education resources for the workplace

**Speaker:** Becky MacDicken

Financial Education Specialist,  
Pennsylvania Office of Financial Education

**Location:** Hanover Country Club (Abbottstown, PA)

To RSVP, please call the WellSpan EAP Client Services Department at 1-866-227-6527.

### Communicate and Keep in Touch

Questions raised by the financial crisis confirm how now, more than ever, employees need to be equipped with information from senior voices in their companies. Is there a “buzz” in your office? It’s hard to maintain productivity if your employees are worried that the sky is falling. Experts agree that open, ongoing communication can keep employees connected to the big picture and help them accept difficult decisions that move a company forward. By communicating and staying in touch, supervisors can help motivate employees during troubled times. Here are a few suggested techniques:

- **Ask for feedback and ideas** - show people their opinions matter. This can give them a sense of involvement and control during times of uncertainty.
- **Let people know where they stand.** - Setting tough but realistic goals is motivating even in a difficult environment. Provide regular feedback so they know they are on (or off) track. Recognize achievements.
- **Practice what you preach** – Trust and rapport is built when management actions are consistent with business objectives and values. Walk it like you talk it.
- **Be accessible and be candid.**

If your organization is interested in leadership training or staff development programs, WellSpan EAP can help. Call us to learn more, 1-866-227-6527.

### Did You Know?

Economic stress is taking its toll on the USA's emotional and physical health. Did you know survey results in October 2008 showed:

- More than half of Americans report irritability or anger (60%), fatigue and sleeplessness (53%).
- Almost half (48%) say they self-medicate by overeating or indulging in unhealthy foods.



SOURCE: [US Today](#) article, “Health takes a hit as economy creates more stress”; by Sharon Jayson, 10/7/2008; Survey by Harris Interactive for the American Psychological Association.

**“A real friend is one who walks in when the rest of the world walks out.”**

*~ Walter Winchell, journalist*

