

UAB HIGHLANDS MANAGERS NEWSLETTER



Courtesy of the UAB Employee Assistance & Counseling Center

Managers carry a lot of responsibility for their staff. Offering coping strategies and social support can mean the world of difference for an employee under stress.

Chronic stress can reduce performance and affect our physical and mental health. Here are some ways managers can help support their staff during stressful times:

- Be positive and upbeat. Even in hard times, there is good news to focus on.
- Set clear expectations for staff workloads.
- Ask employees what they need.
- Show concern for employee wellbeing.
- Take an opportunity to get to know your employees on a personal level.
- Build a culture of teamwork. Emphasize group goals and contributions.
- Focus on positive reinforcement and feedback.
- Remind employees of their EAP benefit. The EACC offers free and confidential counseling services for UAB employees and anyone in their household.

Tips for Managers

- Higher employee morale = higher productivity.
- Initiating a positive feedback loop can allow the workplace to not just survive, but thrive!
- For employees who may need additional resources dealing with their stress, contact the EACC for confidential counseling services:

» PHONE: 205-934-2281
» WEBSITE: uab.edu/eacc

The UAB Employee Assistance and Counseling Center is an employee benefit designed to provide UAB, UAB Medicine, VIVA and Homewood Board of Education employees and their immediate household members with resources for resolving work-related and personal problems. The EACC provides confidential counseling and employee assistance, community referral, supervisor consultation, crisis management and a variety of educational programs to support successful work/life integration and provide practical tools for balance in all areas of life. Services are provided as an employee benefit at no cost to our clients.

For more information on EACC services, visit uab.edu/eacc or call 205-934-2281.