

2016

LifeSolutions

The Successful Supervisor

January 2016

Reflections on 2015

Now that the New Year has arrived, it can serve as a natural time for reflection on the workplace challenges you experienced last year as well as your successes. It's also an opportunity to carry your gains forward. *The Successful Supervisor* provides these ideas to assist you so that the positives are not forgotten.

If you have questions or comments, email LifeSolutions at ask@lifesolutionsforyou.com or call an EAP account manager at 1-800-647-3327.

Annette Kolski-Andreaco, LSW, MSW, MURP

The pause that refreshes

That old commercial was right. Taking time to reflect is uniquely human and is important to retain a sense of self and balance.

- Close your office door. Get comfortable and relax. Breathe deeply from your belly and slowly take in air that fills you up to your throat. Then slowly let it out all the way down to your belly.
- Think about the positive highlights of the year at work — something funny, a touching moment, a personal triumph, a team goal achieved.
- Don't force anything. Just let yourself breathe and notice the pictures or ideas that come.

- Allow yourself to pause at each memory for just a moment to briefly relive and cherish it.
- Notice how you feel as you let these positive thoughts and memories come and go. That feeling is something to keep with you.
- You don't need a lot of time — even five minutes will do it. Everyone can make that happen!

Build reflection into a celebration meeting

- Ask staff members to think about something they are proud of and are willing to share with the team/department.
- Like your own reflection, it could be a personal triumph, a team goal achieved, a behavior change or a new skill.
- There is no right or wrong to the content. The idea is to build in time to consciously think about the efforts and relationships it takes to get the work done in a positive and reaffirming way.
- This idea could also be used periodically throughout the year as a way to keep everyone focused and positive.

Support in life. Success at work.

LifeSolutions®
Your Employee Assistance Program

The gift that keeps on giving is free and available to and from everyone. It is a simple thank you for contributing to a successful year, as those achievements were the product of everyone's efforts.

- Think about each of your employees. Yes, you may have many, and, yes, it may be a bit of a challenge to identify contributions that some have made, but it's doable and worth the effort.
- At the staff meeting or celebration, in addition to sharing the reflections, consider adding a thank you to each person for a specific contribution.
- In a small group, thank yous could be done out loud.
- In a large group, you could thank the group as a whole, giving some specific examples of what has been accomplished with a personal email or note as a follow-up to each person.
- Ask employees to come in with one thank you to share.

Give yourself a pat on the back! Right now, while you're reading this. Go on. OK, close the door if you feel silly. Now go ahead. Pat your back!

- The supervisor's role is essential in creating and maintaining a successful organization.
- Your role can be a tough one, as *The Successful Supervisor* acknowledges each issue.
- You've supported others, gone the extra mile, and challenged yourself to grow and learn.
- Now it's time to thank yourself, so go ahead with that pat on the back. You deserve it!
- And consider that this gift of self-care can carry forward through the new year.

Finally, *The Successful Supervisor* wants to thank you for reading this newsletter and commenting on how it helps you. Supporting supervisors is a key role for *LifeSolutions*, and we are here when you need us, 24/7.

To talk about New Year's reflections or any other part of your work, call us at the number below. Happy New Year!

This information is not a substitute for professional care or your organization's policies. If you have or suspect you have an issue related to the material presented here, consult an appropriate professional.

To use our WorkLife Portal, email
or call us for your organization code:

ask@lifesolutionsforyou.com
1-800-647-3327
www.lifesolutionsforyou.com

LifeSolutions is a confidential workplace
benefit available at no cost to you and members
of your household.

Support in life. Success at work.

LifeSolutions[®]

U.S. Steel Tower, 600 Grant Street
Pittsburgh, PA 15219

www.lifesolutionsforyou.com