



May 2019 Issue | Support and solutions for workplace issues. | [Subscribe](#) to this newsletter



Four Ways to Contribute to a Healthy Workplace Culture

"The real competitive advantage in any business is one word only, which is 'people'."

—Kamil Toume, Author

A healthy workplace culture is a culture where everyone works toward a common vision

for the organization rather than just looking out for themselves. In a healthy workplace culture, employees are challenged to learn and grow. They are encouraged to rest, recharge and avoid burnout. Perhaps most importantly, they are also encouraged to be themselves and to honor the core behavior-based values set by the organization.

Align

Alignment occurs when everyone understands the organization's objective and how they personally contribute to it. In a healthy workplace culture, every employee can link the tasks and duties they do every day directly back to the organization's mission.

Communicate these connections to every individual on your team. As you discuss policies or directives with your team, ensure that you tie them back to the big picture. Link everything to the overall objective and mission at hand.

Stretch

Regularly encourage employees to stretch themselves. When we work hard, struggle or are challenged, we learn lessons and grow. Hold debriefing meetings after major projects or deadlines. Ensure these forums are a safe environment for everyone to discuss what worked, what didn't work and the lessons learned so that next time, everyone is more experienced and better equipped to handle similar challenges. When discussing feedback with an individual employee, or discussing a challenging problem or customer exchange, help them reflect on the situation in order to learn from it.

Rest

Stretching ourselves only becomes productive if there is time to rest. Real learning occurs with rest and reflection. Our minds need time to process information in order to get perspective. Without rest, employees can easily burn out. Encourage individuals to take mental and physical breaks throughout the day. A quick walk or stretch break may be all that is needed to reset and refresh. Encourage employees to use their time off, particularly after a big project or deadline. Plan a few days throughout the year for employees to do something different than their normal routines. Consider a morning out to do volunteer work in your community or an afternoon of team building exercises.

Respect

A great workplace culture is one where people feel like they can be themselves and they can only be themselves without fear of being disrespected. Be sure everyone knows the values your organization is based upon. These provide the framework for expected behavior. Encourage individuals to joke, play and be their unique selves while maintaining your organization's values. If your organization does not have published values, consider a team activity wherein you make your own. Use behavior-based values like kindness, caring, respect, civility, integrity, collaboration, honesty, etc.

Ways to Contribute to a Healthy Workplace Culture 1-

2-3

1. Workplace leaders ensure work is getting done and objectives are being met.
2. They should also be concerned with their people. Are employees learning and growing? Are they being overworked or becoming burned out? Does everyone feel like they fit in and are respected?
3. Ensure team members work in alignment with your organization's mission and behave in accordance to your organization's values. Instill a cycle of hard work and rest in every work day and throughout the year.

First Sun EAP trainers are passionate about work-life balance and stress management. Consider a lunch and learn session. We can tailor an hour session for your team or workplace. A lunch and learn can be a nice treat and change of pace as well as a fantastic way of contributing to a healthy workplace culture!

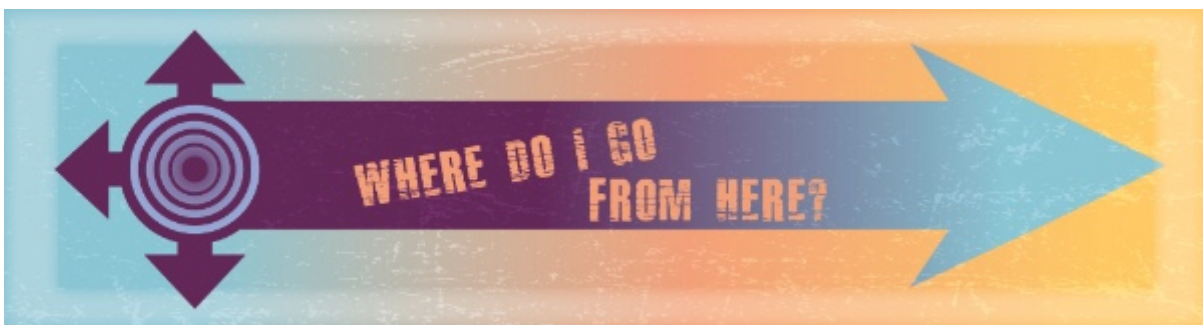
How helpful was this article?

lowest [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#) [10](#) highest

Sorry, voting is closed.

(Make your vote count! Subscribers please vote while viewing in your email inbox.) *If you found this article helpful, [share it](#) with a colleague or family member!*

We'd like to hear from you! [Submit a topic](#) that would benefit your team or a leadership topic you'd like to read about.



At First Sun, our risk management consultants regularly collaborate with human resources and management on ways to address challenging workplace issues like the following:

QUESTION:

I have an employee who is excellent with customer care – engaging and friendly. He sometimes complains to customers about company policies and tasks he's required to complete or complains to other employees in front of customers. I've provided coaching

in the past to which the employee responds positively for a short while. Where do I go from here?

ANSWER:

It appears that you have given appropriate feedback and have given the employee several opportunities to correct his behavior. At this point, he may or may not believe that there will be serious consequences. Engage with HR about company policies on appropriate communications and corrective action. There may be some personal stressors impacting the employee. Even if there aren't any, your expectations about changes to these behaviors and consequences if they continue need to be clearly communicated to the employee. This will form the basis of a formal referral to the EAP. The First Sun Risk Management Team is available to consult with you and to make recommendations regarding a formal workplace referral. Personal information will remain confidential, however, a risk manager will keep you informed about your employee's compliance with recommendations during the referral. The risk manager will also follow up with you regarding progress in the workplace.



FEATURED SERVICE

Educational Materials for your Employees

Downloading and distributing these materials is an easy way to keep your employees informed and more likely to use their EAP benefit!

Counseling Can Help You Keep on Track

[Poster](#) | [Slide Show](#)



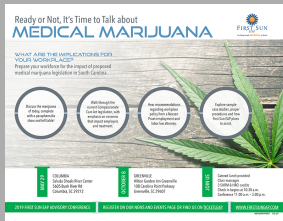
Employee Orientation Video

Enlist the help of this brief video to get employees oriented with their EAP program.

Upcoming Events and
OPPORTUNITIES



Introducing Be Better NOW



2019 Advisory Conference

Ready or Not, It's Time to Talk about Medical Marijuana

What are the implications for your workplace? Prepare your workforce for the impact of proposed medical marijuana legislation in South Carolina and learn how First Sun plans to assist.

May 29 in Columbia | October 8 in Greenville
[Register](#) to reserve your seat. [Download](#) the flyer.



2019 Leadership Training Calendar

Check out this season's [training schedule](#) and find out why we offer a better version of the training leaders want!
[Sign up](#) to join us for these special events.



Receive one HRCI or SHRM credit

[Sign up](#) for a live webinar to learn about all the EAP features and benefits available to your organization, employees and their families. We'll discuss EAP features, benefits and an implementation plan.



Help your organization reach its full potential with our custom trainings!

We have more training topics than can fit in our [catalog](#)! Please call our Solutions team at 800-968-8143 about the training topic you desire.

FEATURING: Emotional Intelligence for Leaders

- Learn to measure morale in your workplace
- Discover how to enable, engage and energize your workforce
- Develop a personalized plan for your team

Looking for more affordable training? Find this topic on page 10 of our catalog under Trainings for Leaders.



Share your story!

We love to hear that people's lives improved after using our services! Inspire someone to use their EAP benefit by sharing your experience. [Share today!](#)



Copyright © 2019 First Sun EAP, All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).