



# LIGHTHOUSE

Support for managers



July 2021



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EAP Helpline



E-MAIL EAP

## WHY DOES EMPLOYEE PERFORMANCE DECLINE?

Declining performance at work is a phenomenon that can occur in any organisation, in any team, it can happen to any of us. It is good to know the most common causes of reduced quality and/or quantity of work in an organisation.

### Why does employee performance decline?

There may be various reasons for a decline in employee performance. The most common ones are:

- stress,
- burnout,
- personal problems,
- major changes in life,
- conflicts between colleagues.

Managing such situations can be difficult, but it is necessary. If problems of low employee performance remain unresolved, then the organisation incurs additional costs, such as those connected with mistakes, accidents and even long-term sick leave. Moreover, low performance reduces employee engagement and affects the morale of the people around them. Failure to address performance issues may also expose the employer to the risk of the employee leaving and thus resulting in the need to recruit, hire and train a new employee.

### Performance management

Performance management is about identifying effective and supportive changes when an employee does not meet the requirements of their job. The most important thing is to communicate:

- *what* must change,
- what are the specific *expectations* associated with the change,
- what is the foreseen *time* for the change and how it will be monitored.

If the employee's reduced performance is due to any of the above factors and as a manager you discover this fact, you can use EAP24 support (managerial support) and help the employee by offering them contact with EAP24 (psychological support).

It is worth bearing in mind that there are no 'quick fixes' in such situations. Change will take time, good planning, perseverance and patience.

## EAP WEBINARS

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