



# LIGHTHOUSE

*Support for managers*



August 2021



*Live better  
with EAP!*



**EAP Helpline**



**E-MAIL EAP**

## PEOPLE-CENTRED MINDFULNESS IN MANAGERIAL PRACTICE

What observable behaviours might suggest that an employee is likely to have problems? It is worth paying attention to various warning signs.

If we marked an employee's performance and productivity on a timeline, we would see ups and downs. We can assume that this is a normal pattern. When an employee shows **lower performance for a longer period than usual**, we should pay special attention to this.

Behavioural patterns which are early warning signs can include:

- withdrawal, isolation or avoidance;
- being late;
- mood swings;
- irritability and impatience;
- relationship issues or conflict with others;
- anxiety, fearfulness or lack of confidence;
- confusion, reduced concentration or forgetfulness;
- overreacting to negative feedback;
- frequent physical illnesses such as colds, influenza, headaches; and/or
- (frequent) accidents in or outside the workplace.

A manager can prevent a performance decline in a team by noticing and responding to early warning signs in troubled employees.

If, as a manager, you notice any alarming signs, intervene as soon as possible before the problem gets worse.

What are your options?

- Individual consultation as part of the EAP managerial support,
- Talk with the employee (following EAP consultation) to identify the support needed,
- Encouraging the Employee to consult with a specialist under the EAP.

---

### EAP WEBINARS

1. Log on to our portal: [www.myeap24.pl](http://www.myeap24.pl)
2. Browse through our upcoming webinars and sign up  
*Inspire yourself to change for good*

For more inspirati ons for managers check out our website:

[www.myeap24.pl](http://www.myeap24.pl)

Enter > KNOWLEDGE BASE > MANAGER