

## Upcoming Online Seminars

6/1/20 – Improving Self-Esteem

7/1/20 – Building a Drug Free Workplace

8/1/20 – Change is Constant

9/1/20 – Challenging Negative Thoughts

To watch these online seminars, login to [www.supportlinc.com](http://www.supportlinc.com) and click on the 'Monthly Feature' tile. At the bottom of the article you will find the featured seminar.

## Providing Positive Feedback

When sudden change occurs, as it has in workplaces during the coronavirus (COVID-19) pandemic, keeping your team motivated can be difficult.

Gallup research has shown that using positive feedback to build upon team strengths is more effective than focusing on weaknesses. It also increases both their engagement and productivity.

These tips can help you deliver meaningful, productive feedback to motivate your team as well as help them to learn and grow:

### 1. Be Genuine

Avoid giving praise just for the sake of it. Insincerity is obvious and will not build trust. Give positive feedback when you have a concrete reason.

### 2. Be Specific

Vague approval such as 'well done' or 'good job' isn't enough. Share

exactly which effort or idea was commendable. Your feedback should be direct, clear and to the point.

### 3. Be Timely

Give feedback in-the-moment whenever possible. Waiting for a scheduled meeting or saving praise for performance reviews can leave team members feeling as though hard work has gone unnoticed.

### 4. Be Focused on Effort

Feedback should call attention to effort and behavior – what was done – rather than personality traits or talent. Doing so encourages a growth mindset and helps build determination and resilience.

### 5. Be Sure to Provide Context

Make your feedback more impactful and powerful by framing accomplishments in

a bigger context. Explain the impact on others, such as colleagues or clients and link it to your company's bottom line.

### 6. Be Personal

Get to know your team members and their preferences to effectively tailor your positive feedback. For example, some would value being recognized in front of the team, while others might prefer to receive credit privately.

Give positive feedback regularly to help your team thrive during this challenging time.

Source:  
<https://www.talentlyft.com/en/blog/article/288/8-examples-of-giving-positive-feedback-to-employees>

**For information regarding the supervisory services available through SupportLinc, call 1-888-881-LINC (5462) or visit [www.supportlinc.com](http://www.supportlinc.com)**

## COVID-19 Microsite

COVID-19 has increased mental health concerns in people across the country. Because of this need, a COVID-19 toolkit was created to help you find the resources you need to stay informed.

To view the site, visit <http://coronavirus.eaptoolkit.com> and begin supporting your emotional wellbeing today.

## Are You Taking Care of You?

You've been working hard to keep everyone safe, equip your team and ensure clients' needs are met. Have you stopped to do an emotional wellbeing self-check? Experiencing a decrease in your quality of work, finding it hard to concentrate or stay motivated and having sleep issues are some of the signs that your mental health may be suffering. Unfortunately, avoiding treatment is common due to myths that surround mental and emotional health, particularly for organizational leadership. These include:

**MYTH:** Mental health problems don't affect me.

**FACT:** Depression, anxiety and other mental health issues are actually very common. The World Health Organization estimates that globally, 450 million people of all ages suffer from a mental health condition.

**MYTH:** Weakness or character flaws cause mental illness. People can snap out of it if they try hard enough.

**FACT:** Like physical illness, mental illness is caused by combination of biological factors, life experience and family history. It has nothing to do with being lazy or weak and many people need help to get better.

**MYTH:** Therapy and self-help are a waste of time. Why bother when you can just take a pill?

**FACT:** Treatment for mental health problems varies depending on the individual and could include medication, therapy or both. Quite often, a combination of medication and supportive counseling is most effective.

Taking care of your emotional wellbeing can boost your ability to deal with stress, solve problems and even fight disease. If you feel like you are struggling, please contact your program provider using the contact information below.