

## Becoming a Better Leader: Resources to Take With You into 2021

As we head into 2021, below we've selected some of the best of the resources we featured in our newsletters during the past year, all intended to help you become a better leader and manager. We hope you'll find one or more that you're inspired to try. Take a look:

- Want to improve your relationship with your employees \*and\* increase their confidence, hopefulness and openness to learning and new ideas? Learn how to ["coach with compassion"](#), which uses a six step model with the acronym "REACH": **R**esonance, **E**mpathy, **A**wareness (of yourself and others), **C**ompassion, **H**ope and **H**umor. In addition to [reading the coaching with compassion article](#), you can learn more by checking out the authors' free Coursera course, [Conversations That Inspire: Coaching Learning, Leadership and Change](#).
- Has asking your employees some version of "how are you?" gotten old but you're not sure what other questions to ask? Here's a quick read: ["How to Stop Asking 'How are you?' and Create Real Connection"](#)
- Wondering how to express caring and empathy (but afraid to ask?) Here is some quick guidance on expressing empathy: [author \("Dare to Lead"\) Brene Brown's 2 minute take](#) and [author \("Find Your Why"\) Simon Sinek's 20 min dive](#).
- Urge your employees to **make their self-care a priority**, particularly parents, given [recent research](#) which found that more than half of all parents of K-12 kids experienced one or more adverse health effects due to worry and stress from COVID. Here is some specific [self-care information and guidance tailored to parents](#). In addition, the EAP offers both a [Self-Care webinar](#) and a [Parenting through COVID webinar](#) as well as other resources that can help on their [COVID-19 Resources page](#).
- Help build resilience in your workplace - To help address the harmful effects of the COVID-19 pandemic on the workforce, our state Department of Health (DOH) has created [COVID-19 Guidance for Building Resilience in the Workplace](#). The comprehensive nine-page report includes: a description of the pandemic's most common behavioral health impacts and the four ingredients necessary to build resilience, plus detailed recommendations to increase resilience at every level of the organization.

<continued>

## Supervisor Frontline

- Finally, in light of the increased risk of suicide, depression, hopelessness, and substance use [predicted in the coming months](#), help support your employees by:
  - **Learning Psychological First Aid.** PFA training provides an effective, evidence-informed model for all kinds of helpers, to enable you to quickly and effectively help those in distress and promote resilience and emotional healing. First developed to support survivors of acute disasters like tornados, earthquakes or typhoons, PFA has been in widespread use during COVID. In 5 minutes you can review this [PFA Core Skills for Managers infographic](#). In 90 minutes you can watch the [“Psychological First Aid for Leaders and Managers: Building Resiliency through COVID-19” webinar](#) (offered by Trauma Recovery Innovations program, UW School of Medicine). And, if you can devote 6 hours for a deeper dive, take the [Psychological First Aid Coursera](#) course (offered by Johns Hopkins University) – 4.8/5 rating, over 200,000 enrolled.
  - **Building your [suicide awareness and prevention](#) capability** – Steps to take: 1) check out the “Manager and HR Resources” section of the EAP’s [Suicide Prevention page](#), which includes comprehensive suicide prevention and intervention resources such as this [handout: The Role of Managers in Preventing Suicide in the Workplace](#) and detailed instructions about how to help an employee who you’re concerned may be suicidal; 2) add these **numbers to your phone \*now\* so you can be ready to act right away: National Suicide Prevention Lifeline (1-800-273-8255) and Crisis Text Line (741-741)**; 3) Watch the 1 hour on-demand webinar, [Suicide Awareness and Prevention Training](#), offered through the state’s Learning Management System (LMS) and based on [the LEARN suicide intervention model](#). (Organizations without LMS access can purchase access to this training by contacting the DES Workplace Learning and Performance team at [traininginfo@des.wa.gov](mailto:traininginfo@des.wa.gov).)

For additional help as you work to become a better leader, check out EAP’s [Leading Teams and Supporting Employees through COVID-19 webinar](#) along with other resources on our [COVID-19 Resources page](#). And, to get connected to caring support and guidance tailored specifically to you and your team’s needs, don’t hesitate to [contact EAP](#), via [online referral](#) or by phone at 1-877-313-4455.

## Upcoming Live Webinars

### Orientation to the Employee Assistance Program (EAP)

Presented by: Kari Uhlman, MA, LMHC- EAP Counselor

- Wednesday, January 20, 2021 9:00am – 9:30am [Register](#)
- Thursday, February 11, 2021 2:00pm – 2:30pm [Register](#)
- Tuesday, March 16, 2021 10:00 am—10:30 pm [Register](#)



WASHINGTON STATE