

NEELY EAP NEWSLETTER

JUNE 2023



WELLNESS SEMINAR

Please join us for our live seminar "Understanding Workplace Culture"

JUNE 15TH @ 3PM

[REGISTER](#)

QUARTERLY WEBINAR SERIES

Please join us for our live seminar "To Thyself Be True: Authentic Leadership"

JULY 27TH @ 3PM

TBD

LETTER FOR LEADERS

Helpful resources from your EAP

WELCOME

The leadership newsletter is designed to provide EAP support to supervisors and managers. Making an informal referral (friendly referral) or formal referral can be challenging without training. In addition, the content will educate and promote program features that help leaders focus on the well-being of their employees. EAP services are free and readily accessible to the entire company and their family members.

Toll-Free, 24/7 Helpline:
866-212-6096
800-735-2989 TDD
neelyeap.com

The logo for Neely EAP features the word "neely" in a lowercase, orange, cursive font, followed by "EAP" in a smaller, uppercase, orange, sans-serif font. A small white starburst is positioned to the right of the "EAP". Below the logo, the text "Neely Employee Assistance Program" is written in a smaller, dark grey, sans-serif font.

Neely Employee Assistance Program

Using Sociology on the Job in a Leadership Position

By: Courtney Garcia Echeverria

Undoubtedly, a leadership position requires a person that can wear many hats. Whether it's being versed in communication, math, marketing, or anything else, one important subject to be educated on is sociology. Sociology studies human development, patterns of social relationships, aspects of culture, and how humans interact. Sociology is one of the most important ways to help understand your employees and customers. This article highlights the benefits of using sociology in the workplace.



Cultural competency

- Sociology allows you to explore the cultural aspects that shape an individual. Understanding your employees' cultural aspects can help them not feel alienated and feel more appreciated as a human and not just as a worker. For example, knowing if your employees are of a culture and understanding their traditions, or learning about what holidays they celebrate. Along with your employees, being culturally competent is especially important if you have a company with international consumers or employees.

Learning your audience

- When selling anything, it is essential to know your audience. Part of learning sociology is learning how a person's environment and economics affect a person. Whether that be what they consider their necessities, what time of the year consumers buy certain products, the emotions linked to consumption, or the values tied to advertising.

Being able to see the impacts of decisions from different lenses

- It is easy to be blinded by our lenses. It is naturally easier for us as humans to want to use ourselves as examples, such as, "If I were in your shoes, I would want this." This is something to be cautious of, where sociology can have an immense tie to a positive outcome. In sociology, you learn to see the world from a broader view than your own. You are trained to see different perspectives, allowing you to weigh the pros and cons when making decisions effectively.

How We Can Help

As counselors, we are thoroughly trained in sociology. Counselors take multiple courses, continuing education training, and sub-courses tied into sociology. It is a concept that is complex and may require hands-on training. By using your EAP benefits, we will be able to educate you on how to implement sociology into your company and even train your employees on the importance of seeing through different lenses, being culturally competent, understanding their audience, and much more.

To learn more about sociology in the workplace, join the upcoming June seminar: [Understanding Workplace Culture](#).

References

[Using Sociology on the Job - Sociology \(boisestate.edu\)](#)
[The Sociology of Consumption \(thoughtco.com\)](#)



EAP that's here for you

Here are some answers to common questions supervisors and managers have regarding employee issues and making EAP referrals. If you need more assistance, feel free to email us at admin@neelyeap.com.

Q: How will using sociology improve my workplace?

A: It gives you a better understanding of humans as a whole—human emotions, human experiences, and how humans operate. The more that you understand your employees, the more you know about what they need in the workplace. This can tell you people's social roles, who is more of an employee personality vs. a friend personality. It can also tell you their emotional expectations, such as if they are a bit more self-conscious and need more praise, or if they are tougher and just go to work to get things done. This will allow leaders to adjust how they lead to allow for optimized employee wellness and productivity.

Q: How can a counselor help with sociology?

A: Counselors and sociologists overlap in many ways. Both require a high level of understanding of people and top-notch analytical and communication skills. Counselors have often taken at least a semester or two of a graduate-level sociology course. In fact, to be a counselor in some places, you have to have minimally a bachelor's degree in sociology. Our counselors are well-versed in sociology and ready to help you understand how to get the most out of your employees and yourself.



WHAT CAN MY EAP DO FOR ME?



About our logo

For decades, enslaved African Americans looked to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the **hope** that your situation will improve, the **inspiration** to move you in the right direction, and the **freedom** to live your best life.

Being in a leadership role can be challenging. Having the correct tools and resources can make a difference. The **Manager Assistance Program** offers support to resolve personal or professional issues that can negatively impact the workplace. We also offer:

- 24/7 Hotline, Access to Confidential Services
- Short-Term Counseling Couch Time CheckIn (preventive annual counseling session)
- Legal and Financial Assistance
- Work-life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

