

NEELY EAP NEWSLETTER

FEBRUARY 2024



WELLNESS SEMINAR

Please join us for our live seminar
"Best Practices for Remote Work"

FEB 15 @3PM

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QUARTERLY WEBINAR SERIES

Please join us for our live seminar
"Nature vs. Nature: Are Leaders Born or Made?"

FEB 29 @3PM

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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.

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Nature vs. Nurture: Are Leaders Born or Made?

By: Courtney Garcia Echeverria

In leadership, the age-old question of whether leaders are born or made has sparked countless debates and discussions. As supervisors tasked with guiding and inspiring our teams, understanding the dynamics of this nature vs. nurture debate becomes an intellectual exercise and a practical consideration that impacts our leadership style and approach.

The Nature Argument: Inherent Leadership Traits:

Proponents of the "born leaders" perspective argue that specific individuals are inherently endowed with traits predisposing them to leadership roles. These traits include charisma, decisiveness, and a natural ability to inspire others. While some individuals may possess these qualities from an early age, supervisors need to recognize that leadership is a multifaceted skill set that can be honed and developed.

The Nurture Argument: Development and Learning:

Conversely, the "made leaders" argument emphasizes the impact of environment, experiences, and education on developing leadership skills. As supervisors, we understand the significance of continuous learning and growth. Leadership can be cultivated through mentorship, training programs, and real-world experiences. Recognizing and capitalizing on opportunities for professional development is critical to nurturing influential leaders within our teams.



A Blend of Both: The Balanced Approach:

In reality, the nature vs. nurture debate isn't an either/or scenario; it's a delicate dance between inherent traits and learned skills. As supervisors, we can acknowledge that specific individuals may naturally gravitate towards leadership roles, but we must also invest in cultivating leadership competencies across the entire team. This balanced approach allows us to harness the strengths of both nature and nurture, creating a diverse and dynamic leadership landscape within our organization.

Investing in Leadership Development:

As supervisors, we play a pivotal role in shaping the leadership culture within our teams. Investing in leadership development programs, workshops, and mentorship initiatives demonstrates a commitment to nurturing leadership skills. Providing resources and guidance empowers our team members to grow into confident and effective leaders.

As supervisors, the nature vs. nurture debate serves as a reminder that leadership is a dynamic and multifaceted concept. While some may possess inherent leadership traits, our role is to foster an environment that allows every team member to realize their leadership potential through education, mentorship, and real-world experiences. By embracing a balanced approach, investing in development, and remaining open to growth, we contribute to the success of our teams, ourselves, and the evolution of influential leaders within our organization.

We encourage you to explore the benefits of your Employee Assistance Program (EAP) by considering using your free six sessions with a Life Coach. Having access to such resources can support your personal and professional development. We invite you to participate in our upcoming live Quarterly Leadership Seminar, "[Nature vs. Nurture: Are Leaders Born or Made?](#)" Your attendance can provide valuable insights into leadership dynamics.



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: As a supervisor, how can I apply the balanced approach of nature and nurture to leadership within my team?

A: Embrace a perspective that recognizes and values inherent leadership traits and the potential for development. Identify team members with natural leadership qualities and provide tailored development opportunities for those needing additional support. Invest in leadership training programs and foster a culture encouraging continuous learning and growth.

Q. In what ways can leaders lead by example in promoting healthy nutrition habits, and how does this influence the organizational culture around well-being?

Leaders can lead by example by incorporating these habits into their routines. This sets a powerful example for their teams and establishes a cultural norm around prioritizing well-being. When leaders visibly value and practice healthy eating, it communicates the importance of these habits, positively influencing the organizational culture and encouraging healthier choices among employees.



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
- Free Short-Term Counseling and Couch Time Check-In (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

