

Coping With Random Violence: The EAP Is Here for You and Your Employees

Feelings of fear and anxiety are a normal reaction to a stressful event. In fact, all of the reactions below are typical of a person experiencing ongoing stress:

- exhaustion
- preoccupation with one's safety
- anger, grief and sadness
- changing the way we live and work on a day-to-day basis
- difficulty concentrating
- irritability
- difficulty sleeping, resting or relaxing
- loss of appetite and/or interest in otherwise pleasurable activities
- lack of productivity
- re-evaluation of one's world view

It is likely that this fear and anxiety will spill over into the workplace. People are on edge and may have concerns about entering and leaving the building. They may be preoccupied with their safety in public places, such as work. As a manager, it's important to remind employees of any security precautions that have been implemented in your workplace in response to the sniper shootings.

As much as possible, be available for your employees to express their thoughts and feelings without fear of judgment. Do not minimize or make light of the situation, and be sensitive to the fact that your employees are under significant stress.

And remember, the EAP is there for you and your employees. If an employee is having a particularly difficult time coping, or if you or an employee would like to talk to a professional about your concerns, the EAP can help. The EAP is available 24 hours a day, seven days a week. Call to speak to a professional counselor who can help you and your employees cope with this stressful time. All conversations with the EAP are kept confidential in accordance with state and federal laws.

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