



## Workplace Tension: When Employees Just Don't Get Along

Why can't people just get along?

Isn't there a way to put an end to workplace gossip?

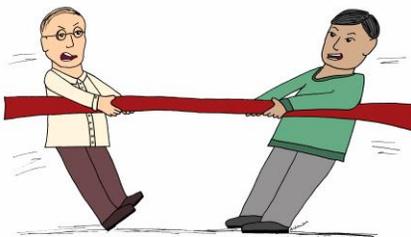
Are you tired of doing training, but the problem still exists?

**We Have Your Answer!**

### Tension Intervention

*End the tug of war between two people and watch productivity sky rocket!*

**TURNING THIS**



**INTO**

**THIS!**



We've launched a proven process to end personality-based feuds and move people from being adversaries to allies. We put an end to the bickering and complaining. No more infighting and back biting. Employees won't dread coming to work because the underlying tension on the team is gone.



### How it works

A phone call to EAC is all it takes to get the process started. Based on an initial conversation about the situation, we will recommend a course of action. If a Tension Intervention (TI) is recommended, Phase 1 of the TI process will occur. Phase 1 consists of a trained conflict resolution counselor meeting with each employee involved. If both employees agree to continue, Phase 2 of the TI process takes place. This is generally a 3 hour meeting between the employees involved, usually onsite at the employer.



### Who is EAC?

EAC is an employee assistance program provider. Our experienced and certified staff have worked with hundreds of organizations, like yours, to solve their most difficult people problems.



### Results from our clients

*"We had a reoccurring issue with two of our employees on the same shift. The Management Team just simply could not get these employees to play nice in the sand box. I saw a change in the employees that I was not expecting. They began to get into the mindset that there was going to be a future with working side-by-side with each other. Both employees now report they were glad we did what we did and that it has turned around. This isn't implying that they are now the best of friends, but they can now co-exist with each other and not negatively impact their co-workers and their plant's production."*

-Ryan Ricker, HR Manager, Lacks Trim Systems

*"We always thought of EAC as a good support when dealing with employee problems, but now see the value of working with them as a business partner."*

-Kathleen Sippel, HR Coordinator/Executive Assistant, GR Label

**Contact EAC at 1.800.227.0905 to discuss how we can resolve your workplace tension issues.**

"The Law of Win/Win says, 'Let's not do it your way or my way; let's do it the best way!.' -Greg Anderson