

“We Need to Talk”

No, this isn't a break up opener, it's more of a make up opener. The recent actions provoking protests, at times becoming violent, have dominated the collective dialog within our country and around the world. It comes to work and at times plays out at work. That is where EAP comes in.

If the business has a statement referring to subject, we need to know it and refer to it. If they don't have anything in place, we can help craft one. I work for Raytheon Technologies, Pratt & Whitney Aircraft. I wish that their statement wasn't marked as confidential and proprietary because it

was well worded, succinct and dovetailed into the corporate and company's existing written policies. An example of responsible business leadership and excellent template for others.

Words often come charged with emotion and unintended consequence once they are received by the listener. Much like when we "meet clients where they are" we need to be acutely aware of how they hear what we said. Whether it's us, a manager or one employee to another, a statement supporting law enforcement might become perceived as violent once it passes through the experiences and points of view within the listener. It will be a slippery slope on the best of days yet that conversation is

necessary to begin the healing. Mahatma Gandhi said “Be the change you want to see in the world” Let’s take that challenge.

Best to all,

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