

**Q. Can supervisors consult with the EAP about other things related to our role as a supervisor, even if the subject has nothing to do with managing a troubled employee?**

A. Like any employee, the EAP is available to discuss

**Q. I have two very smart employees who are constantly in conflict with each other. I hesitate to refer them to the EAP to resolve their issues because I think they will manipulate the EA professional, who may not be a match for their ability to manipulate. Should I refer anyway?**

A. Your employees may not be motivated to resolve their differences, at least not yet. Their sense of urgency to deal with the issues between them will not be greater than a consequence for remaining in conflict and interfering with workplace productivity. Like many supervisors, you hold significant leverage and the ability to influence them toward the goal all three of you share. The question is, how long will you continue to tolerate the problems between them? It is easy to unwittingly reinforce this sort of dysfunction between workers by asking for change, pleading, coaxing, and meeting in private to “get serious” but without truly holding workers to account. So without ta.1 (r)4.7 (s)-(a.l239(t) (ou)3.6 Ap )0.5 (t)3.6 (-)0.6 (t)3.kiccoaholitia