

HOT SHEET

Volume 11, Issue 11
November 27, 2024

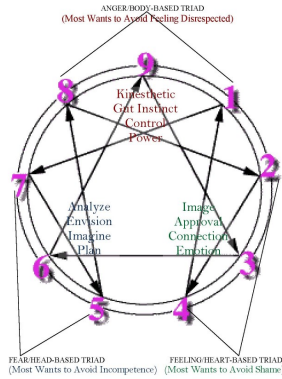
HR Trends:

- On 11/15, a federal court blocked the federal overtime rule from taking effect and reset the federal minimum wage for exempt staff to the 2019 level of \$35,568 annually—more than \$20K less than the expected increase on 1/1/2025.
- According to SHRM, 67% of employees spend less than 30 minutes considering their benefit options during open enrollment. Younger employees are particularly unlikely to take their decisions seriously. Employers would do well to engage these employees and help them understand their options—personalizing the communications can help with this.
- The U.S. Department of Labor Wage and Hour Division ruled that employees may take FMLA for participation in clinical trials for their own serious health condition. Employers may not question the efficacy of such treatments.
- When implementing Artificial Intelligence into systems and culture, do it with empathy. Engage the interactive process with employees and show that you value the spark of spontaneous human creativity. AI synthesizes large amounts of information well. It should not be used to make the final decision.



Full-Circle HR

Enneagram Centers of Intelligence

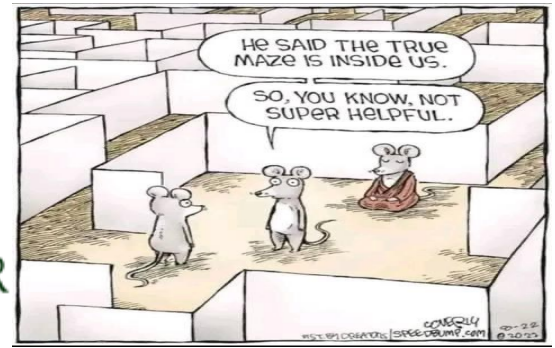


In addition to the individual Enneatypes, there are many ways to group the nine types. One is the three centers of intelligence. The names of these centers are heart, head, and gut. The chart above shows the positions of these three centers and what types are included in them. Remember that our type is not static as far as how entrenched we are in it. It can depend on how much work we have done to clarify how stuck we are in the

behaviors and also how much stress we are under. For heart-centered types, interpersonal connection is of primary importance. They use these connections to help them determine who they are and how they should be. However they are seen in the world (whether it is being lovable, valued and needed—type 2, successful and worthy of rewards—type 3, or unique and able to access the depths of emotion—type 4) they need to earn affection. They believe that they are only pertinent in the world through what they do rather than who they truly are. When they experience alienation from this connection they can feel threatened to their very core. Some important words for them are: connection, affection, recognition, image, approval, care, and bonding. The head-centered types

need most to have information so they can analyze it, figure out where they are in the world, and find safety. Types in this center have quick minds and can spend a lot of time lost in their thoughts analyzing, imagining, envisioning, and planning. Sometimes this can lead to paralysis by analysis—particularly at point six this shows up as doubt. When they don't have information and they can't understand, they lose trust and can succumb to fear/ terror and begin to imagine the worst. Some important words for them include: security, safety, certainty, assurance, predictability, and opportunity. The gut/body-centered types are most drawn to filter the world through kinesthetic senses such as movement, physical sensations, and gut instincts. There is a strong desire to

be in control. Someone in this group met with a new situation is more likely to "try it on" by sensing how it might feel to be in that situation more so than thinking about it. When we are wrapped up in this center, we are more likely to be lost in the physical sensation and doing rather than thinking things through or understanding the deeper heartfelt aspects of the situation. Important words for this center would include: worth congruence, protection, comfort, satiation, harmony, and belonging. For those seeking to identify their Enneatype, gaining a sense of which of the three centers shows up most strongly for them can help narrow down the possibilities. A question to ask is: "In a new situation, which of the three centers is most activated for you?"



Mental Health Support During the Holiday Season

The holidays are typically considered a time for joy, celebration, family togetherness, and parties. This perception can put a lot of pressure on people to feel the joy—even in the midst of grief and turmoil, financial challenges, and more. Signs that someone may be challenged by the holidays may include a sudden shift in focus, unusual mistakes, uncharacteristic irritability, and attendance problems. However, it may not be apparent to you when an employee is struggling. Some general steps an employer may take to support

employees are: 1. Offer grief and loss resources and remind employees that they are available. 2. Make holiday events inclusive so that employees can bring a guest for emotional support. 3. Create a culture of empathy—do this year-round so that it is already part of the support system at the holidays. Offer managers talking points to open conversations about issues that may be affecting their employees. If you notice that an employee appears to be having difficulty, tell them what you have noticed and that you are available to talk if that would

be helpful. Remind employees about your Employee Assistance Program (EAP) if you have one. Normalize mental health conversations. 4. Lead by example. Share your own personal experiences—it builds trust, creates a bond, and gives staff a sense of safety. Offer mental health days and take them yourself on significant anniversaries or when you are facing a challenging time. 5. Equip managers with resources, training materials, guides/ toolkits, and an EAP that offers manager guidance. 6. Provide accessible mental

Fight for the things that you care about, but do it in a way that will lead others to join you.
—Ruth Bader Ginsburg

health benefits including coaching, grief therapy, and substance use support. Extend these benefits to family members. 7. Implement flexible work policies. Give employees flexible time for grieving. If you offer personal days, encourage employees to use them. 8. Build a peer support system. Establish voluntary peer-run support groups and make referrals to outside support groups. Consider hosting grief webinars or workshops.*

* Springhealth.com, *Empathy in Action: How to Support Employees Through Grief This Holiday Season*, VanderSluis-Johnston, Bethany, November 14, 2024.