



# MYTHS & FACTS

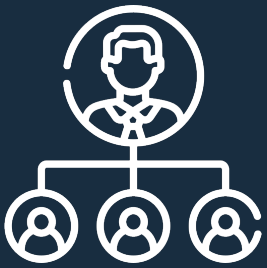
about Early Intervention Systems (EIS)

## ✗ MYTH

An EIS eliminates the need for proactive supervision.

## ✓ FACT

An EIS should never replace leadership. Leaders should view early intervention as a tool to initiate constructive conversations, provide meaningful feedback, and incorporate proactive discussions.



## ✗ MYTH

An EIS creates a culture of accountability.

## ✓ FACT

While an EIS can reaffirm accountability standards, it cannot enforce them. Therefore, holding members accountable for their actions will always rely on leadership engagement and commitment.



## ✗ MYTH

Implementing an EIS will hurt morale.

## ✓ FACT

EIS flags (or alerts) may call attention to underlying issues that harm morale, but they do not cause them. An EIS will allow personnel to address internal concerns and situations before being faced with a formal complaint.



## ✗ MYTH

An EIS will unfairly flag engaged officers.

## ✓ FACT

Certain assignments will generate more complaints or lead to a higher degree of resistance. However, leaders can account for varying posts and positions and set thresholds accordingly.

**Remember: A system alert does not automatically mean there is an issue with the employee.**

## ✗ MYTH

EIS flags will ruin reputations.

## ✓ FACT

An EIS will protect careers and the integrity of your organization. By identifying patterns, an EIS gives leaders the ability to intervene before problems lead to a lawsuit, citizen complaint, or other incident.



## ✗ MYTH

An EIS is expensive and not suited for small agencies.

## ✓ FACT

While it's true large organizations can use early intervention as part of a larger performance management system, all agencies can benefit. Compared to litigation, an EIS is much less expensive.



To learn more about achieving an effective early warning system, check out the full "Guide to An Effective Early Warning System."



[envisagenow.com/EWS-guide](https://envisagenow.com/EWS-guide)