

SIGNS OF WORKPLACE IMPAIRMENT

If an employee is struggling with being present at work or using drugs or alcohol at work, there may or may not be recognizable signs. Below are some common things you can watch for to help those in need.



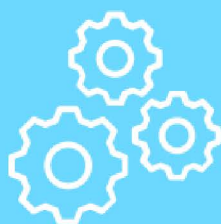
PHYSICAL IMPAIRMENT

- Rapid shift in physical appearance
- Tremors
- Unsteady gait or lack of coordination
- Delayed reaction time
- Odor of alcohol or drugs
- Direct observation of substance use
- Lack of energy or chronic weariness
- Loss of consciousness



COGNITIVE IMPAIRMENT

- Inappropriate verbal or emotional responses
- Irritability
- Memory loss
- Inappropriate or abnormal behavior
- Isolation
- Lack of concentration, confusion, forgetfulness
- Distraction



PERFORMANCE IMPAIRMENT

- Frequently calling out sick
- Unexplained tardiness, leaving early, extended breaks
- Errors in judgement
- Decreased concentration and vigilance
- Deterioration in performance or quality of work
- Testing positive on drug screen or impairment detection test
- Loss of ability to do a skilled task

HOW TO OFFER SUPPORT

If you suspect an employee is struggling with substance misuse or other behavioral health issues, have an honest conversation with them. Check your perceptions and stigma at the door. It will not be a productive interaction if judgement is involved. The goal is to support them.

- Pick an appropriate time to have an off-the-record conversation
- Approach them confidentially
- Have the conversation from a place of caring
- Don't accuse or lecture
- Stick to the facts
- Offer support resources (EAPs/education)
- Keep it brief

YOUTURN HEALTH CAN HELP



Education

Topics like stress management, anxiety, depression, substance misuse, and mental health



Family Support

Peer coaches provide family members of loved ones with substance misuse support for self-care, stress management, coping, boundary setting, and grief.



Peer Coaching

Trained coaches with similar lived experience help the employee understand what they're going through

CONTACT US

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