IMPAIRED: DRUG USE

Impairment
- mental
- physical
- substance use

IMPAIRED IN THE WORKPLACE: is my coworker *REALLY* nuts?

Ask yourself...
- Have you ever witnessed or heard of someone impairing?
  - Have you ever been asked to work more than you could handle?
  - Have you ever seen someone exhibiting erratic behavior?
  - Have you ever witnessed someone neglecting their duties?
  - Have you ever seen someone struggle to communicate effectively?

Note to Self
- Look for impairing symptoms:
  - Slurred speech
  - Slow reaction times
  - Disorientation
  - Worker's appearance
  - Worker's behavior changes

IMPAIRMENT may be indicated by:

[Diagram nodes with interconnected lines and icons suggesting a network of information and questions related to impairment assessment and workplace safety.]
Impairment

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Ask yourself...

- Have you ever really questioned the stability of someone at work?
- How do you know when it's more than 'just a bad day'?
- When is a bad mood indicative of more?
- What do you do when you have a hunch something real is going on?
CAUTION

We tend to rationalize away real threats AND

We tend to see things that aren’t there
The human mind is a very intriguing thing. It can help us get a better, broader and deeper grasp of reality, but it can also deceive us immensely. It has the ability to elucidate the truth, but also to distort it. And it does both things recurrently.

Generalization is the process of extending the characteristics of a number of elements from a group or class to the entire group. –

See more at: http://iameduard.com/overgeneralization/
#sthash.uofCaubR.Zvg25juY.dpuF
Note to Self

- Substance use simulates mental illness
- Mental illness looks an awful lot like substance abuse
- The two frequently go together
IMPAIRMENT

may be indicated by:
Problems at Work

- Frequent absences
- A sudden disinterest in work
- A drop in work performance
Physical Health Problems

- Lack of energy
- Decrease in motivation
- Dry mouth
- Temperature fluctuations
- Agitation
Neglected Appearance

- Lack of interest in clothing
- Lack of attention to grooming or looks
- Poor hygiene
Anhedonia

- Lack of interest in things that formerly were interesting
- Shifting priorities
- Change in personal moral code
Changes in Behavior

- Being secretive
- Drastic changes in behavior
- Shifts in relationships with family and friends
Changes in Mood

- Irritability
- Distraction
- Bizarre moods
- Unstable moods
Changes in Spending Habits

- Sudden money troubles
Symptoms of Sedative Use

- Drowsy or intoxicated appearance
- Confusion about surroundings or time
- Unsteady movements and/or mannerisms
- Involuntary gestures, movements or tics
- Rapid, involuntary eye movement
- Poor judgment and decision-making
- Difficulty with memory
- Hunger and thirst - "I've never been so thirsty in my entire life."
Symptoms of Stimulant Use

- Extreme agitation or irritability
- Irregular heartbeat
- High blood pressure
- Unexplained elevated temperatures
- Seizures
- Cardiovascular failure
- Increasing hostility
- Feelings of paranoia
- Insomnia, which may persist for days
- Unexplained weight loss
Symptoms of Opiate Use

- Depression
- Rapid fluctuation in blood pressure
- Disorientation/confusion in familiar surroundings
- Constipation or other digestive irregularities
Impairment

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IMPAIRED WORKPLACE:
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