

IMPAIRMENT AT WORK: Is My Coworker Really Crazy???

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Mental/emotional/substance abuse impairment may be indicated by:

- **Problems at work** — frequent absences, a sudden disinterest in work, or a drop in work performance
- **Physical health issues** — lack of energy and motivation
- **Neglected appearance** — lack of interest in clothing, grooming or looks
- **Anhedonia** – lack of interest in things that formerly were interesting, shifting priorities
- **Changes in behavior** —being secretive, or drastic changes in behavior and in relationships with family and friends
- **Changes in mood** – irritability, distraction, bizarre and/or unstable moods
- **Spending money** — sudden money troubles

SYMPTOMS OF PROBLEM USE/ADDICTION		
SEDATIVES	STIMULANTS	OPIATES
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	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	Depression Rapid fluctuation in blood pressure Disorientation/confusion in familiar surroundings Constipation or other digestive irregularities

WHAT TO DO: