

Redefining Workplace Impairment: A Treatment Provider's Perspective



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Redefining Workplace Impairment: A Treatment Provider's Perspective

By the end of this presentation, you will be able to...



- Summarize the connection between chronic stress, mental illness, and substance use.
- Identify common signs of chronic stress, mental illness, and substance use.
- Discuss employer, community-based, and online resources for impairment prevention, treatment, and recovery.



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impaired adjective



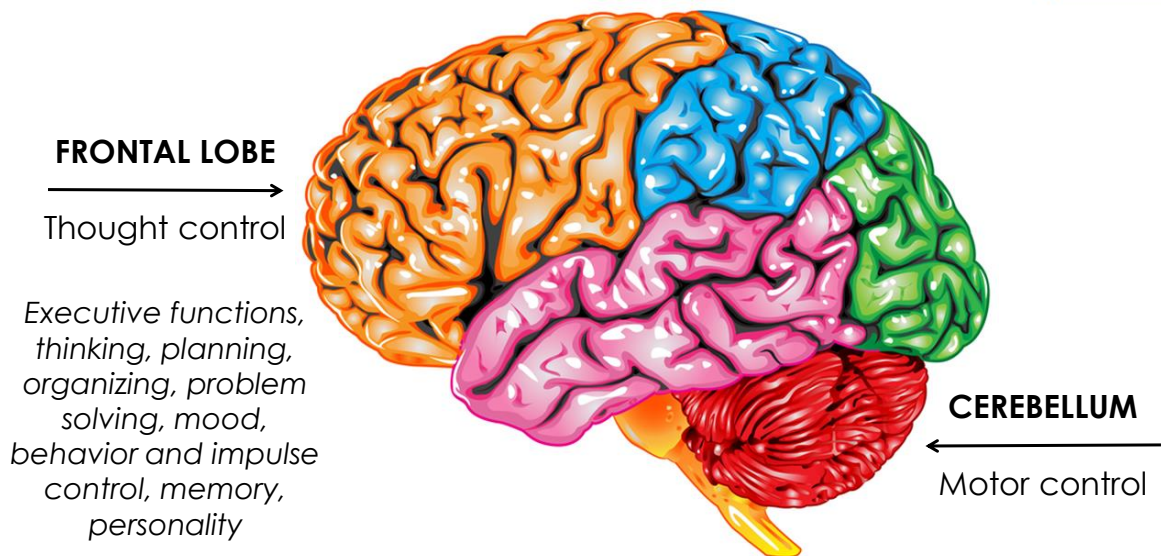
im-paired | \im-'perd\

Definition of *impaired*

: being in an imperfect or weakened state or condition: such as

- a** : diminished in function or ability : lacking full functional or structural integrity
- b** : unable to function normally or safely (as when operating a motor vehicle) because of intoxication by alcohol or drugs

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NSC survey of 350 industry professionals

May 18, 2020 – June 2, 2020

- 29% safety, 38% HR, 33% other management
- 32% 50-249 employees, 35% 250-1000 employees, 33% over 1000 employees
- 31% industrial, 26% social services, 23% professional services, 8% retail, 11% other
- **64% strongly agreed, 29% somewhat agreed (93%)**

A broader approach to workplace impairment

NSC urges that employer policies and procedures outline workplace impairment as anything that could impede one's ability to function normally or safely due to these factors:

- Chemical substances, such as alcohol
- Physical factors, such as fatigue
- Social factors, such as stress
- Mental distress

Over **90%** of employers agree with this broader description.



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	Major Concern	Minor Concern	Not a Concern
Alcohol	63%	31%	6%
Chronic medical conditions (e.g., diabetes, heart disease)	48%	42%	10%
Chronic stress	54%	38%	8%
Fatigue	49%	41%	11%
Illegal marijuana/cannabis	52%	39%	10%
Illegal stimulants (e.g., cocaine, methamphetamine)	61%	28%	11%
Illicit opioids (e.g., heroin, fentanyl)	65%	26%	9%
Illicit prescription anti-anxiety medications (e.g., Xanax, Ativan, Valium, Klonopin)	50%	39%	12%
Illicit prescription opioid pain relievers (e.g., Vicodin, Percocet, OxyContin)	58%	33%	9%
Illicit prescription stimulants (e.g., Adderall, Ritalin)	55%	35%	10%
Legal or prescription/medical marijuana/cannabis	42%	39%	19%
Mental health disorders	60%	31%	8%
Other illicit drugs	58%	29%	13%
Prescription anti-anxiety medications (e.g., Xanax, Ativan, Valium, Klonopin)	39%	47%	14%
Prescription opioid pain relievers (e.g., Vicodin, Percocet, OxyContin)	51%	39%	10%
Prescription stimulants (e.g., Adderall, Ritalin)	42%	44%	15%
Tobacco (e.g., vaping, cigarettes, snuff)	33%	41%	26%

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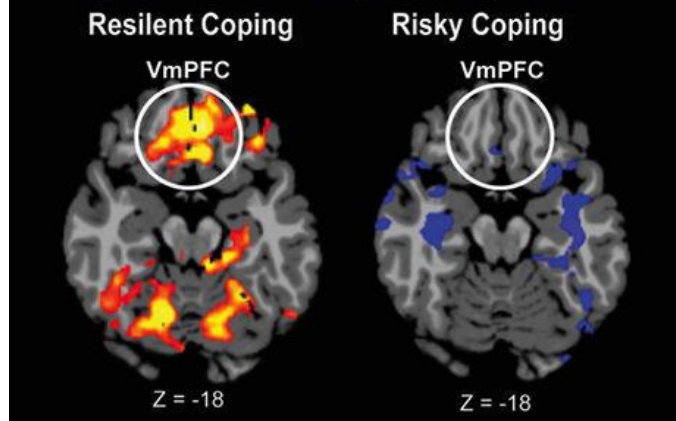
Chronic Stress

- Elevated cortisol levels
- ↓
- Changes brain functioning in key areas
- ↓
- Immediate relief is priority; maladaptive coping strategies engaged



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Dynamic Brain Changes During Stress



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Symptoms of Chronic Stress

Emotional and mental symptoms:

- Anxiety, irritability, short-tempered.
- Sensitive to small stressors.
- Depression.
- Panic attacks.
- Feeling numb; unable to experience joy or sadness.

Behavioral symptoms:

- Drinking alcohol too much or too often.
- Cigarettes, using drugs.
- Gambling.
- Overeating or developing an eating disorder.
- Participating compulsively in sex, shopping or internet browsing.




Physical symptoms:

- Chest pain, racing heart.
- Muscle aches and pains.
- Exhaustion or trouble sleeping – “wired and tired”
- Headaches, dizziness.
- High blood pressure.
- Muscle tension or jaw clenching.
- Stomach or digestive problems.
- Appetite changes; weight gain or weight loss.
- Loss of libido.
- Weakened immune system; frequently sick or feeling unwell.
- Autoimmunity.

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Appearance Indicators

- Pinpoint pupils
- Dilated pupils
- Bloodshot eyes
- Heavy eyelids/wide eyelids
- Swaying/unbalanced
- Restless, hyperactive, fidgeting
- Unusual sweating
- Mouth open, drooling
- Flushed or pale
- Running nose, frequent sniffing
- Unusual bruises, cuts, or burns

Constricted Pupils	Red Eyes	Dilated Pupils
		
Heroin Morphine Oxycodone Fentanyl Methadone Codeine Hydrocodone	Marijuana Cocaine or Crack Benzodiazepines (i.e. Xanax) Depressants (i.e. Alcohol or Sedatives)	Amphetamines Methamphetamines Cocaine or Crack Hallucinogens (i.e. LSD or mushrooms) Opiates (prescription painkillers) Heroin Marijuana Speed

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Behavioral Indicators

- Sleeping during work hours
- Absenteeism
- Presenteeism
- Decline in personal hygiene or appearance
 - Erratic and unpredictable
- Inappropriate language
- Sensitivity to feedback
 - Avoiding meetings/isolating



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Performance Indicators

- Poor productivity
- Carelessness/mistakes
- Errors in judgment
 - Risk taking
 - Difficulty concentrating/staying on task
- Client/Customer complaints



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In 2021, it is estimated that 36.1 million American adults needed treatment for a chemical addiction.

What percent received specialized treatment??

FACT: Due to numerous factors, people with substance use issues are NOT likely to seek or ask for help.

2.94 million, or 8%!!!



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47%

X% of individuals with a mental illness receive professional help during any given year.

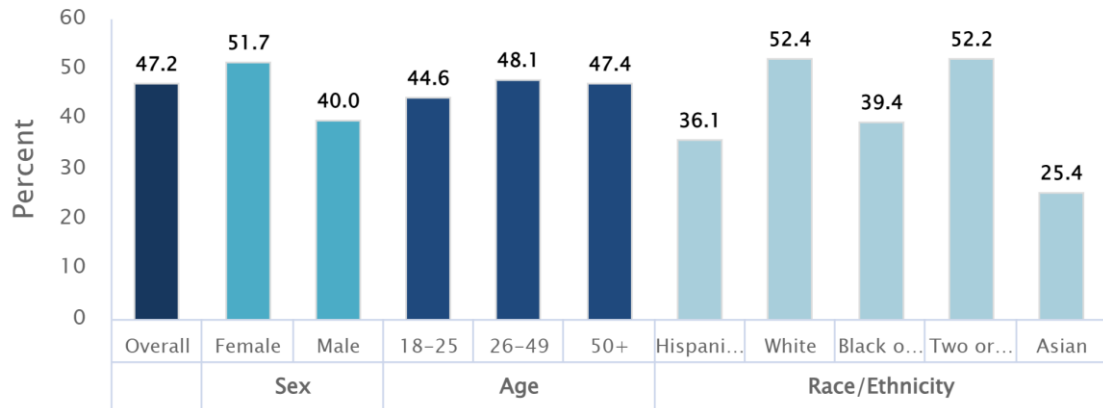
TRUE
FALSE

FALSE

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Mental Health Services Received in Past Year Among U.S. Adults with Any Mental Illness (2021)

Data Courtesy of SAMHSA



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Pandemic Effect on Mental Health



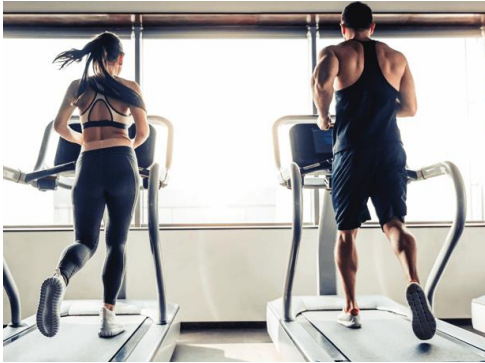
“COVID-19 pandemic triggers 25% increase in prevalence of anxiety and depression worldwide.”

- ✓ Fear of touch
- ✓ Fear of contracting COVID-19
- ✓ Changing information, loss of control, uncertainty, and isolation

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"Physical fitness" is O.K.



"Mental fitness" is NOT O.K.



The stigma of addiction & mental illness AND asking for help must continue to change!

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STRESS Scenario: Depression, Anxiety and Alcohol misuse



You and a friend are on break, drinking coffee, chit-chatting about life and work. After a few minutes, your friend tells you that they've been under an enormous amount of pressure and stress, with work and family obligations. You sense the stress in their voice and just listen. They eventually reveal a nightly drinking habit of 8-12 drinks, they're not sleeping well, and openly share they've been having suicidal thoughts (though they emphasize this is not something they want or would ever do). After sharing all of this with you for approximately 10 minutes, they ask for your advice.

What would you say to them? Would you negatively judge and berate them?

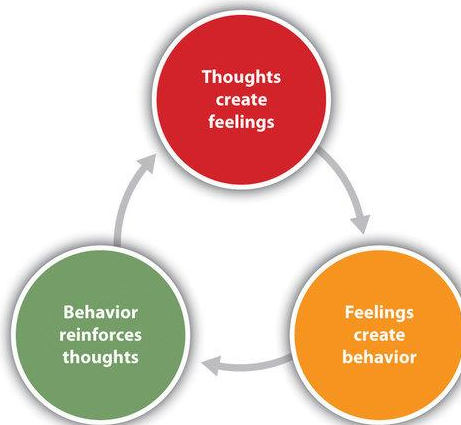
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Tips for dealing with **STRESS**, reactively and proactively

- Practice self-compassion
- Sleep 7-8 hours per night
- Exercise
 - Diaphragmatic breathing
- Eat nutritious foods
 - Avoid excessive caffeine and alcohol
- Journal; gratitude list
- Download relaxation apps
- Stay connected to family and friends
- Identify and challenge negative and unhelpful thoughts

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Chronic Stress, Depression, & Anxiety can lead to a vicious cycle...



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Tips for dealing with **STRESS**, reactively and proactively

- Practice self-compassion
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- **E**xercise
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- **E**at nutritious foods
 - Avoid excessive caffeine and alcohol
- Journal; gratitude list
- Download relaxation apps
- Stay connected to family and friends
- Identify and challenge negative and unhelpful thoughts
- Speak to a professional

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Professional Support

"Member services"
on insurance card

Community-Based Support

**There are numerous online
support services available
to the public for FREE!**

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Community-Based Supports

Alcoholics Anonymous, "AA" (12 Step program for alcoholism)

website: <https://www.aa.org>
 locations: https://www.aa.org/pages/en_US/find-aa-resources
 online meetings: <https://aa-intergroup.org>

Al-Anon (for relatives and friends of alcoholics)

website: <https://al-anon.org>
 locations: <https://al-anon.org/al-anon-meetings/find-an-al-anon-meeting>
 online meetings: <https://al-anon.org/al-anon-meetings/electronic-meetings>

SMART Recovery (Self-Management and Recovery Training; utilizes MI & CBT; for both individuals and loved ones)

website: <https://www.smartrecovery.org>
 locations: <https://www.smartrecoverytest.org/local> (some are available online)
 online meetings: <https://www.smartrecovery.org/community/calendar.php>

Recovery International (for mental illness, not substance addiction)

website: <https://recoveryinternational.org>
 locations: Minimal or no in-persons groups listed in Indiana at this time.
 online, telephone, and chat meetings: <https://recoveryinternational.org/map-locator>

SupportGroupsCentral (for a variety of mental and behavioral health conditions)

website: <https://www.supportgroupscentral.com>
 locations: *Online. Register using the above link; follow the instructions on the main page.

Healing Connections Peer Support Group (for mental health conditions)

website: <http://mhaw.org/programs/online-peer-support-groups>
 locations: *Online. Register using the above link; follow the instructions on the main page.

24/7/365 Crisis and Suicide Prevention Resources

911

National Suicide Prevention Lifeline

website: <https://suicidepreventionlifeline.org>
 call: (800) 273-8255 (available 24/7/365; Spanish-speaking operators available).

Crisis Text Line

website: <https://www.crisistextline.org>
 text: "HOME" to 741741 (available 24/7/365)

IMALIVE

website: <https://www.imalive.org>
 live chat: <https://www.imalive.org> *Click on the blue button in the top right corner of the webpage.

Veterans Crisis Line (for veterans and their loved ones)

website: <https://www.veteranscrisisline.net>
 call: (800) 273-8255, press 1
 text: 838255
 live chat: <https://www.veteranscrisisline.net> *Click on the blue "Chat online" box.

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Professional Support

*"Member services"
on insurance card*

Community-Based Support

**There are numerous online
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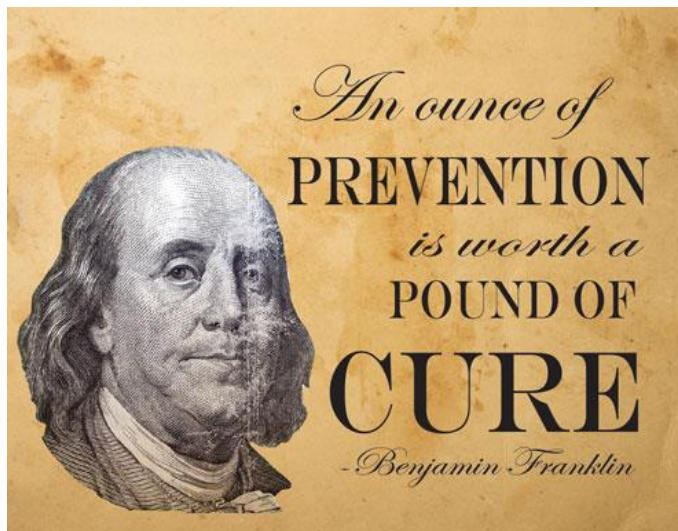
Employee Assistance Program

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✓ Emphasize Prevention

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✓ Emphasize Prevention

✓ Increase Awareness

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Flyers in staff breakroom



Flyers in your office

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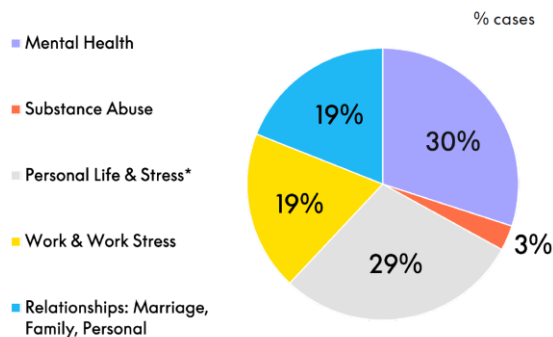


- ✓ Emphasize Prevention
- ✓ Increase Awareness
- ✓ Reiterate Confidentiality

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Workplace Outcome Suite (WOS) Annual Report 2021

Clinical Issue (Reason for EAP Use)



N = 29,094

* 5% were legal, financial, work/life, wellness/medical specialty EAP services

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At this point, you should be able to...



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- ✓ Discuss employer, community-based, and online resources for impairment prevention, treatment, and recovery.

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Questions for the Presenter:

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Questions for your local ARCpoint labs?

Contact your local ARCpoint labs owner directly



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