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.
Redefining Workplace Impairment: A Treatment Provider’s Perspective

**impaired** adjective

| im-paired | ɪm-ˈpær-təd |

**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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**FRONTAL LOBE**
- Thought control

- Executive functions, thinking, planning, organizing, problem solving, mood, behavior and impulse control, memory, personality

**CEREBELLUM**
- Motor control
Redefining Workplace Impairment: A Treatment Provider’s Perspective

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.

Redefining Workplace Impairment: A Treatment Provider’s Perspective

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

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


Redefining Workplace Impairment: A Treatment Provider’s Perspective

Dynamic Brain Changes During Stress

Resilient Coping

- VmPFC
  - Z = -18

Risky Coping

- VmPFC
  - Z = -18

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.

**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**
- Heroin
- Morphine
- Oxycodone
- Fentanyl
- Methadone
- Codeine
- Hydrocodone

**Red Eyes**
- Marijuana
- Cocaine or Crack
- Benzodiazepines (i.e. Xanax)
- Depressants (i.e. Alcohol or Sedatives)

**Dilated Pupils**
- 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

Performance Indicators

- Poor productivity
- Carelessness/mistakes
- Errors in judgment
  - Risk taking
  - Difficulty concentrating/staying on task
- Client/Customer complaints
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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**Redefining Workplace Impairment: A Treatment Provider’s Perspective**

47% of individuals with a mental illness receive professional help during any given year.

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

Data Courtesy of SAMHSA

<table>
<thead>
<tr>
<th>Percent</th>
<th>Overall</th>
<th>Female</th>
<th>Male</th>
<th>18–25</th>
<th>26–49</th>
<th>50+</th>
<th>Hispani…</th>
<th>White</th>
<th>Black o… Two or…</th>
<th>Asian</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>47.2</td>
<td>51.7</td>
<td>40.0</td>
<td>44.6</td>
<td>48.1</td>
<td>47.4</td>
<td>36.1</td>
<td>52.4</td>
<td>39.4</td>
<td>52.2</td>
</tr>
</tbody>
</table>

### 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

“Physical fitness” is O.K.  

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

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?
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


Redefining Workplace Impairment: A Treatment Provider’s Perspective

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

---

**Professional Support**

"Member services" on insurance card

**Community-Based Support**

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

- 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 loves 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.

**Employee Assistance Program**

“Member services” on insurance card

**Community-Based Support**

There are numerous online support services available to the public for FREE!
✓ Emphasize Prevention

✓ Emphasize Prevention  ✓ Increase Awareness

Flyers in staff breakroom  Flyers in your office
Emphasize Prevention ✔  Increase Awareness ✔  Reiterate Confidentiality

Redefining Workplace Impairment: A Treatment Provider's Perspective

Workplace Outcome Suite (WOS) Annual Report 2021

Clinical Issue (Reason for EAP Use)

- Mental Health
- Substance Abuse
- Personal Life & Stress*
- Work & Work Stress
- Relationships: Marriage, Family, Personal

N= 29,094
* % were legal, financial, work/life, wellness/medical specialty EAP services

19%  30%  19%  29%  3%
At this point, you should 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.

Questions for the Presenter:
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Google “ARCpoint Labs near me”

www.ARCpointLabs.com