How an Employee Using Drugs or Alcohol May Behave*

MAY FUNCTION ABOVE SOCIAL AND OCCUPATIONAL NORM DUE TO **ENC** INFLATED PERFORMANCE EVALUATION CURVE "EFFICIENT" USE OF DRUGS OR ALCOHOL INFLUENCED BY INCONSISTENT WORK PATTERN ACQUIRES REPUTATION AS "GIFTED", OF EMPLOYEE THAT MAY BE ASSOCIATED WITH SPECIAL", "SMARTEST". THIS EFFICII PROMPTS ENABLING POSITIVE RELATIONSHIPS ON THE JOB Employee may experience almost undetectable performance decline 101% Boss begins to //// criticize LIFE/SOCIAL SYMPTOMS* WORK 100% Notices drinking is different, more Loses promotions and opportunities efficient, more frequent, more tolerant Arrives late than others Verbal warnings increase. EAP referral Leaves work early Has awakened in morning without ability to remember events during **Disciplinary actions** Fellow workers complain preceding evening become more Spouse or parents worry or complain Defensive about any criticism severe 75° Can't drink only one or two drinks Misses deadlines, frequent days off without a struggle or rationalization to Threats of consume more termination begin Inconsistent work pace Begins to feel bad about drinking. Mistakes through inattention, poor judgment •Friends/relatives believe drinking is not normal Statements are undependable Not always able to stop drinking when Repeated minor injuries on and off job desired May attend AA on recommendation of Says others are treating him or her unfairly another or court Unable to concentrate at work/attention wanders May get belligerent or experience severe personality changes when May sleep on the job. May hide alcohol at work drinks. 50% Drinking creates problems with loved Fails to return from lunch; disappears on job ones (spouse, girlfriend, boyfriend) Loved ones seek help to cope Aggressive and belligerent when confronted Loses friends because of drinking Domestic problems interfere with work problem, embarrassment, etc. Gets in trouble at work due indirectly or Money problems, garnishments of salary directly to alcohol use outside of work Trouble with the law, DUIs, DWIs, other arrests May lose a job due to alcohol use May neglect obligations for two or more Drinks before work days in a row because of drinking: family, friends, work Serious family problems May experiment with drinking before Totally undependable noon. Has liver trouble detectable in liver Visible physical deterioration functions test or by addictionologist evaluation Employee is completely incompetent •May experience DT's, severe shaking, hear voices, see things that aren't really there May seek help from some professional or clergy member for alcohol problems 25% May enter a hospital for some reason due to drinking May be hospitalized due to drinking related medical problems, accident, or psychiatric crisis, violence, etc. May seek professional counseling for other life problems where drinking plays a partMay be arrested for drunk driving May be arrested for being drunk in public

PROGRESSIVE SYMPTOMS

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- Drinks to feel good
- Drinks to relax
- Drinks to feel energized
- Drinks for any reason
- Drinking appears to improve social functioning
- •Drinks with heavier drinkers
- Irritability morning after
- ·Feels lucky can drink a lot
- Looks forward to drinking
- •Feels bored at social events without alcohol
- •Mild shaking in fingertips after heavy drinking
- Has blackouts
- Daily drinking, usually in PM Mild sleep problems with some sweating at night
- Drinks inappropriate amounts in inappropriate places
- Others start to question or show concern about drinking
- Blames drinking on problems
- Seeks counseling for other problems caused or worsened drinking
- Makes promises and attempts to control amount, place, time of alcohol use
- Efforts to guit fail repeatedly
- •Quits for days or weeks, but returns to heavier drinking
- Has short-term memory difficulties
- Medical complaints increase
- Drinks in larger amounts
- Notices puffiness and swelling Pain in stomach area or back
- Family and friends make intervention attempts
- Argues against alcoholism being a disease
- Sometimes thinks about treatment or guitting completely
- May experience redness in face area
- •Numbness, tingling, itching in extremities
- Loses friendships over drinking May suffer uncomfortable
- nervousness if tries to quit. Poor appetite
- •Digestive, heart, liver problems increase; medical crises, suicide or attempts

HYPOTHETICAL DRINKING/DRUG USE CAREER OVER 25-30 YR. PERIOD

*HANDOUT NOT FOR DIAGNOSTIC PURPOSES

Crisis at any point may produce termination action