



## HOW TO HELP

*IF YOU ARE CONCERNED ABOUT  
IMPAIRMENT IN THE WORKPLACE  
FOR YOURSELF OR A  
COLLEAGUE, PLEASE CALL OUR  
CONFIDENTIAL, 24/7 CRISIS LINE*

*866-460-9014*

*WE CAN GUIDE YOU THROUGH  
THE PROCESS OF HELPING AN  
IMPAIRED COLLEAGUE*



## CONTACT US

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**SOUTHWORTH  
ASSOCIATES**



## THE HEALTH PROFESSIONALS RECOVERY PROGRAM (HPRP)

Know a healthcare  
professional with  
substance use or  
mental health  
concern?



Identifying impairment in the workplace includes assessing for both physical and emotional indicators such as:

**Physical**

- ◆ Glassy eyes or pupil changes
- ◆ Slurred speech
- ◆ Drowsiness
- ◆ Tremors
- ◆ Unsteady gait
- ◆ Sweating
- ◆ Frequent runny nose
- ◆ Frequent nausea, vomiting, or diarrhea
- ◆ Noticeable change in weight (loss or gain)
- ◆ Alterations in eating and/or bathroom habits
- ◆ Changes in personal grooming

**Behavioral**

- ◆ Forgetfulness
- ◆ Poor judgment or mistakes
- ◆ Difficulty completing responsibilities
- ◆ Arrives late or leaves early
- ◆ Inappropriate behavior or outbursts (such as laughing, crying, yelling)
- ◆ Need for increased breaks from work area
- ◆ Lying about behaviors or situations
- ◆ Hyperactivity or hypoactivity
- ◆ Inappropriate attire for the environment (such as wearing long sleeves in warm weather)

## IDENTIFYING IMPAIRMENT IN THE WORKPLACE

If you suspect you are working with an impaired colleague, it's important to document your concerns. Even if you don't have concrete evidence, changes in your colleague's behavior and physical presentation can be consistent with impairment. It's important to address these concerns with your employer's appropriate personnel in accordance with your employer's policy. Allowing a healthcare team member to work while impaired is a breach of professional ethics, places patients at risk, and can negatively impact your organization's reputation. Read on for tips on identifying impairment in the workplace.



## IDENTIFYING IMPAIRMENT IN THE WORKPLACE

Signs to look for include:

- Irritability
- Irresponsibility
- Inaccessibility
- Inability
- Isolation
- Incidentals
- Avoiding others