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# RECOGNIZING THE TROUBLED EMPLOYEE





# Objectives

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- Understand the Importance of Awareness
- Consider Research – Drugs & Alcohol
- Recognize the Role of Stress
- Review Strategies for Assisting Employees
- Resources to help

# What Does Research Say?

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- Drug/Alcohol issues cause work-related problems
- Job performance/Job safety
- Decreased attention and concentration due to preoccupation with use
- Illegal activities at work
- Psychological or stress-related effects of having a co-worker or family member with a substance use issue

*1 in 5 workers and managers across a variety of workplaces report that their safety was at risk and their productivity was disrupted due to co-workers' drinking patterns.*

# What Does Research Say?

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Employee drug /alcohol issues including use, abuse and addiction are costly problems for companies

- Lost productivity
- Absenteeism
- Injuries
- Fatalities
- Theft
- Low morale
- Increased health care cost
- Legal liabilities
- Increased workers compensation costs

Annual cost to employers due to drug abuse: \$81 billion

# Benefits of Recognizing

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- Enriched work environment
- Increased attendance
- Improved performance
- Enhanced interactions
- Bolstered productivity/morale
- Corporate and individual advancement
- Health and wellness

# The Role of Chronic Stress

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- Acute stress and chronic stress have different affects
- Chronic stress can lead to unhealthy habits
- Chronic stress can result in major health problems
- Chronic Stress can negatively affect work performance
- Chronic stress can disrupt interaction with co-workers
- Stress impacts physical and emotional health/wellness

*Not all stress is detrimental. Acute stress can be helpful.*

# Personal/Emotional Issues

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- Physical
  - Health Status
- Intellectual
- Emotional
- Interpersonal - Social
  - Family
  - Friends
  - Co-workers
- Intrapersonal - Individual
  - Personality/style
- Financial

# Strategies for Assisting Employees

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- Prepare
- Document
- Initiate
- Demonstrate
- Follow-up





# Resources

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National Council on Alcoholism and Drug Dependence, Inc. (NCADD) *Alcohol and the Workplace*

<https://ncadd.org/learn-about-alcohol/workplace/204-workplace>

National Council on Alcoholism and Drug Dependence, Inc. (NCADD) *Drugs and the Workplace*

<https://ncadd.org/learn-about-drugs/workplace/242-drugs-and-the-workplace>

The Cleveland Clinic Foundation

*Warning Signs of Emotional Stress: When to See Your Doctor*

[https://my.clevelandclinic.org/health/healthy\\_living/hic\\_Stress\\_Management\\_and\\_Emotional\\_Health/hicWarning\\_Signs\\_of\\_Emotional\\_Stress\\_When\\_to\\_See\\_Your\\_Doctor](https://my.clevelandclinic.org/health/healthy_living/hic_Stress_Management_and_Emotional_Health/hicWarning_Signs_of_Emotional_Stress_When_to_See_Your_Doctor)

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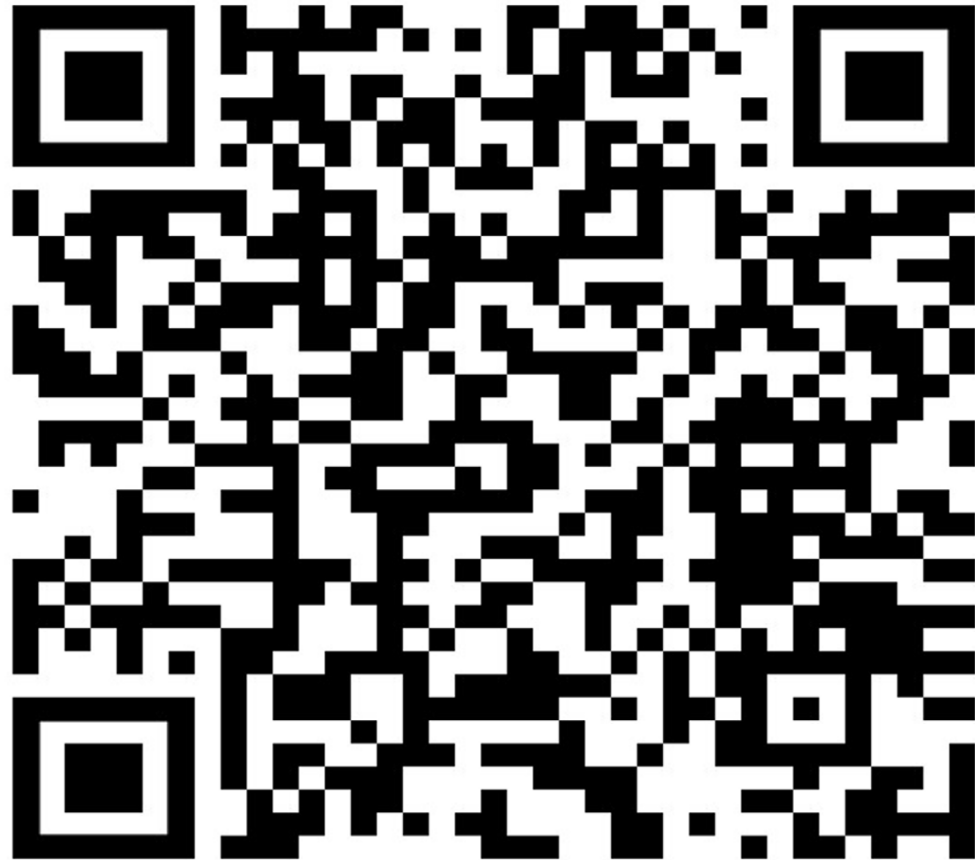
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- Work/Life & Convenience Services
- <https://sowi.mylifeexpert.com> Company code: SOWI

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**Please  
complete  
a training  
evaluation.**

**Thank you!**



<https://app.smartsheet.com/b/form/dacb2d9b38564db4afb5ab8426d91ad6>



# Questions & Answer

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