

How an Employee Using Drugs or Alcohol May Behave*

PROGRESSIVE SYMPTOMS

- 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 by drinking
- Makes promises and attempts to control amount, place, time of alcohol use
- Efforts to quit 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 quitting 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

EFFICIENCY

101% ?

100%

75%

50%

25%

MAY FUNCTION ABOVE SOCIAL AND OCCUPATIONAL NORM DUE TO "EFFICIENT" USE OF DRUGS OR ALCOHOL. ACQUIRES REPUTATION AS "GIFTED", "SPECIAL", "SMARTEST". THIS PROMPTS ENABLING.

INFLATED PERFORMANCE EVALUATION CURVE INFLUENCED BY INCONSISTENT WORK PATTERN OF EMPLOYEE THAT MAY BE ASSOCIATED WITH POSITIVE RELATIONSHIPS ON THE JOB

LIFE/SOCIAL SYMPTOMS*

- Notices drinking is different, more efficient, more frequent, more tolerant than others
- Has awakened in morning without ability to remember events during preceding evening
- Spouse or parents worry or complain
- Can't drink only one or two drinks without a struggle or rationalization to consume more
- Begins to feel bad about drinking.
- Friends/relatives believe drinking is not normal
- Not always able to stop drinking when desired
- May attend AA on recommendation of another or court
- May get belligerent or experience severe personality changes when drinks.
- Drinking creates problems with loved ones (spouse, girlfriend, boyfriend)
- Loved ones seek help to cope
- Loses friends because of drinking problem, embarrassment, etc.
- Gets in trouble at work due indirectly or directly to alcohol use outside of work
- May lose a job due to alcohol use
- May neglect obligations for two or more days in a row because of drinking: family, friends, work
- May experiment with drinking before noon.
- Has liver trouble detectable in liver functions test or by addictionologist evaluation
- 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
- 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 part. May be arrested for drunk driving
- May be arrested for being drunk in public

WORK

- Employee may experience almost undetectable performance decline
- Boss begins to criticize
- Loses promotions and opportunities
- Arrives late
- Leaves work early
- Fellow workers complain
- Defensive about any criticism
- Misses deadlines, frequent days off
- Inconsistent work pace
- Mistakes through inattention, poor judgment
- Statements are undependable
- Repeated minor injuries on and off job
- Says others are treating him or her unfairly
- Unable to concentrate at work/attention wanders
- May sleep on the job. May hide alcohol at work
- Fails to return from lunch; disappears on job
- Aggressive and belligerent when confronted
- Domestic problems interfere with work
- Money problems, garnishments of salary
- Trouble with the law, DUIs, DWIs, other arrests
- Drinks before work
- Serious family problems
- Totally undependable
- Visible physical deterioration
- Employee is completely incompetent
- Verbal warnings increase. EAP referral
- Disciplinary actions become more severe
- Threats of termination begin
- Crisis at any point may produce termination action



Quantum EAP can Help with Addiction Issues in the Workplace. Call Us at 1-877-747-1200 for a confidential

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

This information is not intended to replace the medical advice of your doctor or healthcare provider. Please consult your health care provider or Quantum EAP at 1-877-747-1200 for advice about a personal concern or medical condition.

*HANDOUT NOT FOR DIAGNOSTIC PURPOSES