

SUSPICION OF A SIGNIFICANT MENTAL HEALTH DISORDER

Many employees are struggling with stress, anxiety, and mental illness. Mental health concerns make it even harder to manage the challenges we all encounter in life each day. This information includes signs to look for in employees who are struggling and may need mental health evaluation and resources with the guidance of City Medical.

Many of the behaviors outlined below are also possible signs of drug or alcohol abuse. If more than a few of these apply to an employee, a reasonable suspicion drug and alcohol test may be more appropriate. However, subtle signs along the continuum of severity would prompt early intervention by asking the employee if everything is OK.

An employee may disclose to the employer that they have a mental health diagnosis and/or has been treated for such a condition. Absent direct disclosure by the employee, a mental health evaluation should be considered based on a credible report or observation of one or more of the following work behaviors:

- Physical and mental slowing (psychomotor retardation)
- Flashbacks
- Responding to internal stimuli (e.g., hallucinations)
- Active or passive suicidal or homicidal ideation, gestures, threats, or attempts
- Inappropriate affect (emotions, actions, or overall demeanor that seem out of place for the setting or situation)
- Recurrent Monday tardiness and/or unscheduled absences
- Change in appearance and hygiene
- Involvement in accidents
- Inappropriately aggressive behavior
- Worsening performance
- Unreliability in someone previously reliable
- Inability to concentrate
- Changes in nature of interpersonal relationships (such as conflict, isolation, or withdrawal)
- Complaints against the employee by other co-workers
- Time and attendance analysis (number of days, days of week – Monday/ Friday, type of injuries/illnesses)
- Unusual or excessive workers' compensation claims
- Falling asleep on the job (while driving, during meetings, in a parked car, etc.)
- Safety violations/risk-taking behavior
- Hostility/anger/paranoia towards other people