

Social Workers Impairment: Behaviors That May Reflect Active Addictive Disease

1. Unusual behavior at work
2. Inappropriate behavior toward:
 - Staff
 - Clients or patients
 - Colleagues
3. Mood swings
4. Poor judgment
5. Declining quality of performance
6. Decline in physical appearance and personal grooming
7. Increase in physical complaints
8. Frequent physical or emotional illness
9. Withdrawal from friends and colleagues
10. Change in usual work schedule:
 - Frequently late
 - Always at work
 - Schedule erratic and unpredictable
11. Physical symptoms caused by alcohol or other substances:
 - Tremors or twitching
 - Profuse perspiration
 - Pupils dilated or constricted
 - Persisting cold like symptoms

From: "To Care Enough: Intervention with Chemically Dependent Colleagues, A Guide for Healthcare and Other Professionals." Crosby & Bissell, 1989, Johnson Institute Books, Minneapolis, MN.