



***"Untreated Employees  
with Behavioral Health or  
Substance Abuse  
Problems Face Hard  
Choices if Denied Proper  
Care"***

Terry Livorsi, Member Assistance Counselor, CEAP



For the Local Leader

- Training Consultations
- 24 Hour Hotline Assistance
- On-site Planning
- Field Services



Assistance

- Drug & Alcohol Dependencies
- Job Discipline Problems Related to Behavioral Health
- Stress & Anxiety Related Conditions
- Prescription Medication Dependencies
- Depression & Anger Management
- Grief & Loss Counseling
- DUI Advocacy
- Hostile Work Environment/Bullying



Strategies

- Advocacy for Members
- Aid in Treatment Choices
- Fitness for Duty Consultations
- Monitor Drug & Alcohol Tests
- Utilization of Medical/Legal Remedies
- Job Protective Employee Assistance (EAP)

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## **"America's New Plague"**

The Duty to Fairly Represent

**STRESS**



**Wayne Dibofsky**

*Director of Member Services*

**HCAMS**  
HealthCare Assistance  
with Member Support

# Introduction

Stress is so ubiquitous and so dangerous that the American Institute of Stress calls it "**America's New Plague**".

This workshop reviews the signs and symptoms related to stress, anxiety and how it effects people in the workplace, both emotionally and physically. It is hands on for participants with self-evaluation, education, humor and tools for the future. Geared to helping members with coping strategies and how to seek help if and when it may be needed.

**"If Black Plague is what killed most people in Europe in the Middle Ages, then stress is what's killing us the most right now,"**

*Dr. Daniel L. Kirsch, President of The Institute.*

**"WE PROVIDE JOB PROTECTIVE SERVICES BY UTILIZING NEW JERSEY STATE PUBLIC LAW 2011, CHAPTER 69, TO TEMPORARILY SUSPEND ALL DISCIPLINARY ACTION, UNTIL A MEDICAL LEGAL DEFENSE IS CONSTRUCTED OF MITIGATING FACTS UNDER THE AMERICANS WITH DISABILITIES ACT."**

## What is the ADA's Definition of a Person with a Disability?

A **Person with a Disability** is anyone with a physical or mental impairment that substantially limits one or more major life activities such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

In addition to those people who have visible disabilities – persons who are blind, deaf or use a wheelchair – the definition includes people with a whole range of invisible disabilities. These include **psychological problems**, learning disabilities or some chronic health impairment such as epilepsy, diabetes, arthritis, cancer, cardiac problems, HIV/AIDS and more.

Documentation of the disability may be required. A person is considered to be a person with a disability if he/she has a disability, **has a record of a disability** or is regarded as having a disability.

# EMPLOYEE SIGNS AND SYMPTOMS ON THE JOB

- Low productivity, carelessness, takes needless risks.
- Poor concentration – deteriorating work habits.
- Unexplained absenteeism, misuse of FMLA; persistent tardiness, disregards consequences.
- Anger management issues; aggression and/or outbursts.
- Interpersonal problems on the job – inability to get along with coworkers/supervisors.
- Avoidance and isolating at work (i.e. excessively long lunch breaks).
- Higher than average accident rate and Worker's Compensation claims.
- Inconsistent work quality, frequent mistakes, blames others for poor performance. (**verbal and/or written warnings, and complaints of harassment**)
- Inappropriate conversation about personal problems at work, unpaid loans from coworker

# STRESS FACTS

- 43% of all adults suffer adverse health effects from stress.
- 75% to 90% of all doctor's office visits are for stress-related ailments and complaints.
- Stress is linked to six of the leading causes of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide.
- The Occupational Safety and Health Administration (OSHA) declared stress a hazard of the workplace. In terms of lost hours due to absenteeism, reduced productivity and workers' compensation benefits, stress costs American industry more than \$300 billion annually.
- The lifetime prevalence of an emotional disorder is more than 50% often due to chronic, untreated stress reactions.

## KNOW THE SIGNS AND SYMPTOMS



# Checking Under the Hood

Be honest, no excuses: think about what you can do to better support yourself

- What is the current state of your general health?
- Do you get enough sleep?
- Do you wake up feeling refreshed?
- Do your eating habits reflect your dietary requirements and keep you at a healthy weight?
- Have you had a health checkup in the last year?
- Do you have a regular exercise routine that increases your heart rate for approximately 30 minutes per day?
- Are you attending to your spiritual or purposeful self?
- Are you engaging in stimulating activities that cause you to learn new things and stretch yourself intellectually?
- How is your stress level?
- How are you dealing with stress in your life?

Create a chart to help you visualize how you may make changes in the future; this is a powerful way to clarify your thoughts

HOLD ON

LET GO

# HOW STRESSED ARE YOU?

Rate yourself as to how you react in each of the situations listed below

**Scoring: 4= Always, 3= Frequently, 2= Sometimes, 1=VERY rarely**

1. Do you try to do as much as possible in the least amount of time? \_\_\_\_
2. Do you become impatient with delays or interruptions? \_\_\_\_
3. Do you always have to win at games to enjoy yourself? \_\_\_\_
4. Are you unlikely to ask for help with a problem? \_\_\_\_
5. Do you constantly seek the admiration and respect of others? \_\_\_\_
6. Are you overly critical of the way others do their work? \_\_\_\_
7. Do you have the habit of often looking at the clock/your watch? \_\_\_\_
8. Do you constantly strive to better your position? Increase your achievements? \_\_\_\_
9. Do you spread yourself too thin? \_\_\_\_
10. Do you multi task on a regular basis? \_\_\_\_
11. Do you get angry/ irritable frequently? \_\_\_\_
12. Do you have little time for hobbies? Self time? \_\_\_\_
13. Do you have little time for exercise? \_\_\_\_
14. Do you have a tendency to talk quickly? To hasten conversations? \_\_\_\_
15. Do you consider yourself to be "driven?" \_\_\_\_
16. Are you anxious about deadlines in your job? \_\_\_\_
17. Do you feel guilty when you relax? \_\_\_\_
18. Do you find yourself getting upset by trivial things? \_\_\_\_
19. Do you fail to rely upon your network of relatives and acquaintances? \_\_\_\_
20. Are you unable to organize/ manage your time effectively? \_\_\_\_

\*If your score is 51-60 your stress level is high

\*If your score exceeds 60, you are stressed and in danger of health issues

**NOTE:** this quiz is not a medical diagnostic tool

\* The source of this quiz is unknown.

**Total Score**

\_\_\_\_\_