

Signs & Symptoms of Substance Abuse

- Manipulating
- Side tracking
- Long lunches
- Arriving late/ leaving early
- Arguing
- Hiding
- Moody
- Inconsistent output
- Frequent physical complaints on the job
- Disinterest in work
- Borrows money
- Outside complaints about the employee's work
- Sadness
- Frequently irritable
- Suspicious
- Mood swings high and low
- Increased sensitivity
- Excessive personal phone use
- Unusually talkative
- Argumentative
- Tardiness (from breaks/lunch)
- Carelessness
- Difficulty in recalling previous mistakes
- Paranoid
- Missed deadlines
- Any major changes in behavior
- Nervousness
- Withdrawn
- Disappears from job site
- Exaggerated self importance
- Rigid
- Excessive sick leave
- Unplanned vacation days
- Pattern to absences
- Unusual reasons for absence
- Comes to work intoxicated
- Combative or threatening
- Incoherent remarks
- Frequent trips to restroom or vehicle

Notes: