# Addressing Impairment-Related Presenteeism: Promoting a Culture of Open Communication, Support, and Well-being

**While physically present, presenteeism arises from workplace impairments (physical, mental, or behavioral) that hinder optimal performance. Decreased productivity, errors, and safety hazards call for proactive strategies like training, open communication, and support services to effectively address this challenge.**

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**The Impact of Impairment-Related Presenteeism:** Often overlooked compared to absenteeism, can have significant consequences for both individual employees and the organization.

- **Reduced Productivity:** Impaired employees may struggle to focus, make sound decisions, or complete tasks efficiently, leading to decreased productivity and overall output.
- **Increased Errors and Safety Concerns:** Impairment can impair judgment, coordination, and reaction times, increasing the risk of errors and workplace accidents.
- **Employee Well-being:** Presenteeism can exacerbate underlying health conditions and contribute to employee stress, burnout, and emotional distress.
- **Organizational Costs:** Decreased productivity, increased errors, and potential accidents can lead to financial losses for the organization.

**Manager Training:** Effectively addressing presenteeism requires managers to be equipped with the skills to recognize signs of impairment and intervene appropriately.

- **Identifying Signs of Presenteeism:** Train managers to recognize subtle signs of presenteeism, such as increased fatigue, decreased attention, or uncharacteristic errors.
- **Conducting Sensitive Conversations:** Train managers to conduct sensitive and empathetic conversations with employees exhibiting signs of presenteeism, maintaining confidentiality and respect.
- **Understanding Impairment Causes:** Provide managers with knowledge about various causes of impairment, such as physical health conditions, mental health issues, and substance abuse.

**Role of Training and Documentation in Effective Management:** Training and documentation play a crucial role in effectively managing presenteeism.

- **Presenteeism Awareness Training:** Provide training to employees on the concept of presenteeism, its impact on productivity, and the importance of seeking support when needed.
- **Data Analysis and Trends Identification:** Analyze presenteeism data to identify trends, patterns, and potential contributing factors, informing targeted interventions and policy revisions.
- **Continuous Review and Improvement:** Regularly review and update presenteeism-related policies and procedures based on data analysis, employee feedback, and changes in legal or regulatory requirements.

Certain states like New Jersey have established the role of the Workplace Impairment Recognition Expert ("WIRE") to help address these issues. Advanced Training Products offers an innovative solution: WIRE Certified Training™

*Contact us today at Solutions@advancedtrainingproducts.com with any questions about WIRE Certified Training™ or visit our website: www.advancedtrainingproducts.com to get started!*