

Integrating Impairment Prevention into Performance Management: Empowering Managers to Promote Employee Well-being and Workplace Safety

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Beyond mere productivity, true employee well-being demands acknowledging workplace impairment. Integrating [impairment prevention into performance reviews empowers managers to spot concerns](#), offer support, and build a shared responsibility for a safe, healthy work environment. This holistic approach goes beyond traditional, productivity-focused systems, nurturing both employee development and workplace well-being.



The Significance of Integrating Impairment Prevention into Performance Management: Integrating impairment prevention into performance management offers several key benefits.

- **Early Identification and Intervention:** Performance management reviews provide a regular opportunity for managers to discuss impairment concerns with employees, enabling early identification and intervention.
- **Holistic Employee Development:** By considering impairment prevention as part of employee development, organizations can promote a more comprehensive approach to well-being and productivity.
- **Aligned with Organizational Values:** Demonstrating a commitment to impairment prevention aligns with organizational values of employee well-being, safety, and responsible workplace practices.



Strategies for Integrating Impairment Prevention into Performance Management: Organizations can effectively integrate impairment prevention into performance management.

- **Train Managers on Impairment Awareness:** Provide managers with comprehensive training on impairment recognition, prevention strategies, and available support resources.
- **Develop Impairment-Related Performance Indicators:** Incorporate impairment-related indicators, such as attendance patterns, safety incidents, and performance fluctuations, into performance management reviews.
- **Link Performance Management to Employee Assistance Programs (EAPs):** Integrate impairment prevention discussions with referrals to EAPs or other relevant support services.



The Role of Training and Documentation in Facilitating Integration: Training and documentation play a crucial role in facilitating the integration of impairment prevention into performance management.

- **Documentation of Impairment-Related Discussions:** Encourage managers to document impairment-related discussions during performance reviews, ensuring clarity, consistency, and tracking of progress.
- **Data-Driven Decision-Making:** Utilize data from performance management reviews to identify trends, patterns, and potential areas for improvement in impairment prevention strategies.
- **Regular Review and Revision of Training Materials:** Regularly review and revise training materials on impairment prevention and performance management to ensure they reflect current best practices and address evolving needs.

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™

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