

## **Progressive Continuum of Behaviors Suggesting Impairment**

### **Unresponsive - neglectful behavior:**

- Not returning phone calls to attorney/clients/opposing counsel;
- Not available when attorney/clients/opposing counsel attempt to reach at the office;
- Voicemail full;
- Not following through in delivering work product requested and promised

### **Unresponsive-Neglectful behavior**

- Tends to disappear or vanish for periods of one to several weeks;
- Missed deadlines/court appearances;
- High absenteeism or fired from job
- Phones disconnected;
- Office vacated/closed

### **Physical Signs of Impairment:**

- Behaves jumpy, irritable, agitated, very quick to anger;
- Smells of alcohol, especially in the morning or early afternoon;
- Bloodshot eyes, disheveled appearance;
- Exhibits obvious signs of intoxication or cognitive impairments (slurred or impaired speech, unsteady feet, difficulty tracking conversation, nodding off/falling asleep during work or client meeting)