



passion curiosity impact integrity joy excellence humility ownership generosity

Changing Lanes

Managing Employees Experiencing Cognitive Change

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we help people adapt and perform



LEGALMIND®
LEARNING PORTAL



TECHNOLOGY TRAINING
& SUPPORT

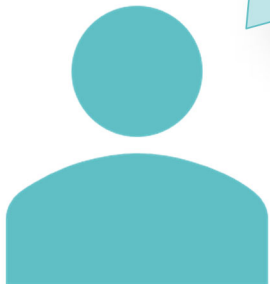


SPRINGBOARD™ &
LEAP™ CONSULTING



ONGUARD®
INFORMATION SECURITY

Change is ...



What we'll cover ...



Forms



Signs



Conversations



Accommodations



Protections





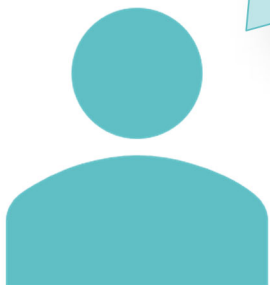
Subjective Cognitive Decline (SCD)

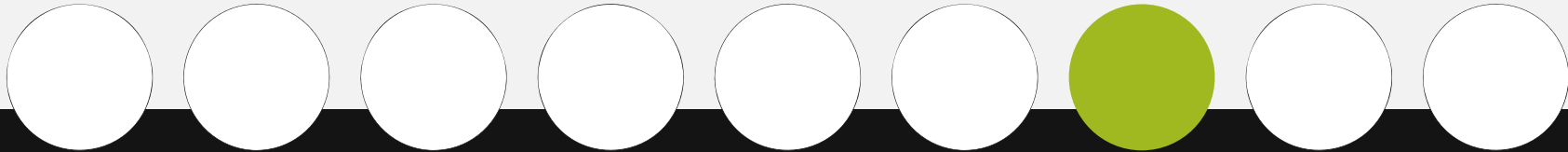
self-reported experience of
worsening or more frequent
confusion or memory loss
within the previous 12 months

... and is one of the earliest symptoms of Alzheimer's



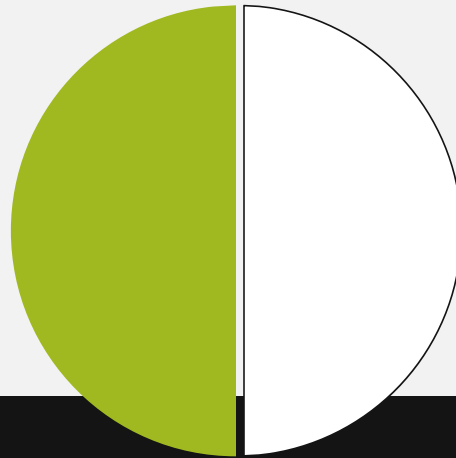
**“During the past 12 months,
have you experienced confusion or
memory loss that is happening more
often or is getting worse?”**





One in nine Americans
aged 45 and older
say they are experiencing
thinking declines.

U.S. Centers for Disease Control and Prevention
July 13, 2018 Morbidity and Mortality Weekly Report



More than half of those ...
also report functional limitations.

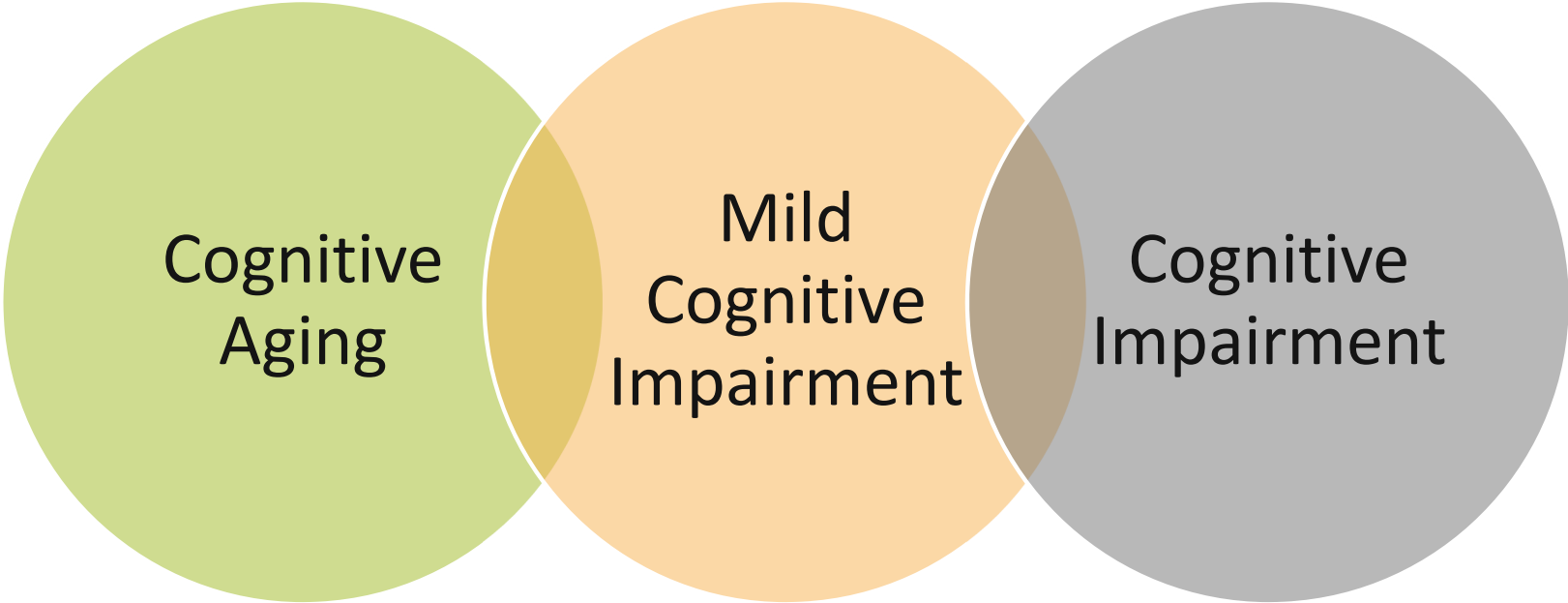
U.S. Centers for Disease Control and Prevention

July 13, 2018 *Morbidity and Mortality Weekly Report*



FORMS and SIGNS

Scope: 3 Levels of Impact





What to look for?





COGNITIVE AGING

the normal, age-related change
in how the brain manages thinking
and other mental processes

Cognitive Aging



Processing Speed

- Declines with age
- May struggle with complex tasks requiring quick processing

Memory

- Need more time and practice to learn a new procedure
- Ability to perform well-learned procedures remains stable

Attention

- More easily distracted by noise, clutter, or busy situations
- Able to concentrate on something for an extended period of time

Language Skills

- Retrieving words can take longer; spelling may decline
- Speech and reading comprehension is stable

Executive Functioning

- Can generally perform tasks, but not as quickly and requires more effort
- May perform better than younger people at tasks requiring experience

Emotional Processing

- May avoid or deny certain issues they find unpleasant
- Happier and recover from negative emotions more quickly



COGNITIVE IMPAIRMENT

problems or difficulties
with one's memory, thinking,
concentration, and other functions
of the conscious brain

... beyond what is normal aging



Cognitive Impairment

- Delusions
- Hallucinations
- Personality changes
- Paranoia
- Apathy (losing motivation)
- Lack of interest in activities
- Depression symptoms
- Anxiety symptoms
- Emotionally volatile
- Getting lost
- Confusion about visual-spatial tasks
(e.g. having difficulty figuring out how to put on one's shirt)

Early Signs and Symptoms of Alzheimer's



Processing Speed

- Struggle to follow a plan or work with numbers
- Trouble keeping track of monthly bills

Memory

- Forget recently learned information
- Ask the same questions over and over

Attention

- Lose track of dates, seasons, and the passage of time
- Forget where they are or how they got there or lose things

Language Skills

- Trouble following or joining a conversation or repeat themselves
- Call things by the wrong name

Executive Functioning

- Difficulty with daily tasks like driving to a familiar location, organizing a simple list, or remembering how to perform common workflows

Emotional Processing

- Withdraw from hobbies
- Confused, suspicious, depressed, fearful, anxious, easily upset



MILD COGNITIVE IMPAIRMENT (MCI)

the stage between the expected cognitive decline of normal aging and the more serious decline of dementia

Common Medical Problems that Accelerate MCI



- Obesity
- Excessive alcohol consumption
- Diabetes
- Elevated homocysteine
- Sleep disorders
- Hypertension
- Renal failure
- Stroke
- High cortisol
- Depression
- Vascular constriction
- Low testosterone
- Hypothyroidism
- Low estrogen
- Prescription drugs
- Osteoporosis
- Toxins
- Psychological stress



- **ATTENTION**

Does their mind drift all of a sudden during tasks or conversations?

- **REACTION TIME**

Do they respond slowly to thoughts or directions, or alternate between fast and slow responses?

- **JUDGMENT**

Are their decisions less than satisfactory recently?

Are they often confused about what they should do?



Signs of possible MCI

- **DELAYED RECALL**

Do they struggle with words or facts more than usual?
Do they hesitate when asked to repeat something they just learned?

- **LINGUISTIC FUNCTION**

Is their verbal communication becoming unclear to others?

- **VISUAL IQ**

Have you noticed a change in their abilities to follow maps, understand diagrams, put picture or board puzzles together, or build a structure out of blocks?



Signs of possible MCI

- **ABSTRACT IQ**

Is problem solving using theories, complex analogies, and metaphors appear to be more difficult than it used to be?

Is it harder for them to form ideas about the nature of objects, concepts, and processes?

- **PROCESSING SPEED***

Is it taking longer for them to think things through or to learn something new?



- **IMMEDIATE MEMORY**

Do they stumble or draw a blank reciting the details of a recent event or when asked to repeat a short list of items?

- **GENERAL COGNITIVE FUNCTIONING**

Do they have unusual difficulty assembling the “big picture” using multiple facts and observations?



CONVERSATIONS



How does our culture view aging?



It's just a normal part of aging.

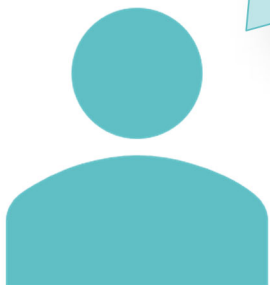


Opening the conversation



- Resist prying
- Don't jump to conclusions
- Don't ask medical questions
- Keep in mind obligations under ADA, FMLA and state laws
- Focus on observable behaviors
- Stick to what you know
- Ask broad wellness questions

**I'm concerned about you ...
You look tired, are you okay?
What can we do to help you
be more productive?**



Opening the conversation



- Can make disability-related inquiries IF job-related and consistent with business necessity ...
 - based on objective evidence the employee poses a “direct threat”
 - because of a medical condition, the condition will impair their ability to perform their essential job function



DIRECT THREAT

a situation presenting

“a significant risk to the health or safety”

of the employee or others

“that cannot be eliminated by reasonable accommodation”



INTERACTIVE PROCESS

if they disclose, a new set of rules kicks in



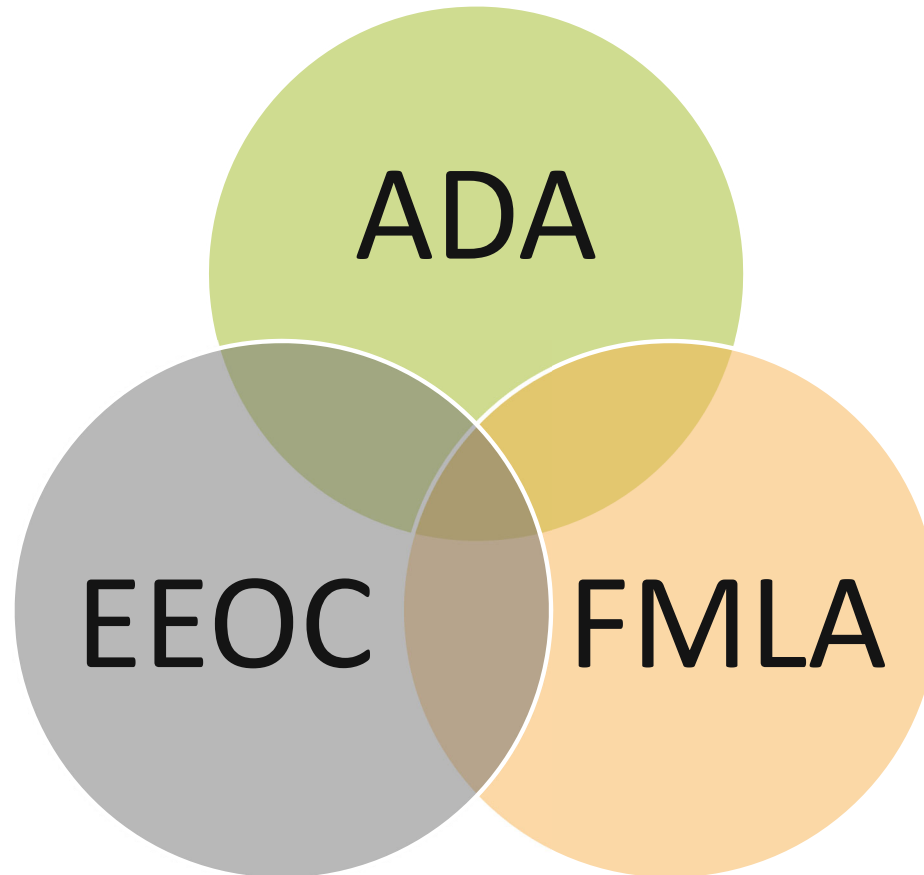
ACCOMMODATIONS AND PROTECTIONS

Types of Accommodations



- Make workplace facilities accessible
 - Limit distractions
 - Declutter
 - Avoid interruptions
- Restructure job
 - Routine tasks
 - Focus on past experience, habit, knowledge
- Reassign to another position
- Modify work schedule
- Provide job aids
 - Written instructions
 - Reminders
 - Verbal or visual cues
 - Checklists
 - Assistive technologies

Know How Laws Overlap and Override



Impact of Change





Job Accommodation Network

<http://askjan.org>



PLAY TO PEOPLE'S STRENGTHS





passion curiosity impact integrity joy excellence humility ownership generosity

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Thank you for your time!