

When to Refer a Employee to Residential Treatment

A Quick Checklist for Trusted Professionals

Use this tool to help determine whether your employee may benefit from a structured, immersive level of care like residential addiction treatment.

♦ **Clinical & Behavioral Indicators**

- ☐ Employee has made little or no progress in outpatient or IOP care
 - ☐ Employee is unable to maintain sobriety between sessions
 - ☐ History of multiple relapses despite treatment attempts
 - ☐ High risk of overdose or dangerous behaviors
 - ☐ Ongoing substance use despite serious consequences (legal, health, relational)
 - ☐ Unstable or triggering living environment
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♦ **Mental Health & Co-Occurring Needs**

- ☐ Co-occurring mental health diagnoses are unmanaged or worsening
 - ☐ Frequent emotional dysregulation (e.g., rage, panic, dissociation)
 - ☐ History of trauma that interferes with recovery
 - ☐ Suicidal ideation, recent attempts, or self-harm
 - ☐ Medication non-compliance or lack of psychiatric support
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♦ **Support System & Daily Functioning**

- ☐ Lack of supportive sober network or stable family structure
 - ☐ Difficulty with basic self-care, hygiene, or daily tasks
 - ☐ Struggles to maintain employment or academic responsibilities
 - ☐ Persistent high stress and poor coping strategies
 - ☐ Frequent ER visits, hospitalizations, or crisis interventions
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♦ **Employee Self-Report & Readiness**

- ☐ Employee expresses feeling “stuck” or hopeless about change
 - ☐ Employee is open to or requesting a higher level of care
 - ☐ Employee reports significant cravings or use to cope with distress
 - ☐ Employee fears returning to high-risk or triggering environments
 - ☐ Employee is seeking more structure, accountability, or peer support
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If You’ve Checked 3 or More...

Your employee may benefit from a residential treatment program like Bridging the Gaps. Our trauma-informed, integrative approach supports healing through personalized care, holistic services, and strong community support.

 **Have questions about a specific case?**
We’re happy to consult—no obligation.
Call us at: 540-535-1111