MetLife | Return to Health – Occupational Health Insights

Post-Traumatic Stress Disorder (PTSD)

Of the 70% of people who experience a potentially traumatic event, about 5.6% develop PTSD.[1]



What is PTSD?

A trauma-related disorder caused by an individual's exposure to actual or threatened death, serious injury, or sexual violence.[2]

Potential Symptoms:

- Lack of attentiveness/concentration
- Decreased stamina/fatigue
- Executive functioning deficits
- Difficulty managing time
- Memory loss
- Mental confusion
- Difficulty organizing, planning, and prioritizing
- Stress intolerance[2]

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Questions to Consider:[2]

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee's job performance?
3. What specific job tasks are problematic?
4. What accommodations are available to reduce or eliminate these problems?

Possible Work Accommodations:[2]

- Alerting Devices
- Alternative Lighting
- Calendars and Planners
- Cubicle Doors and Shades
- Electronic Organizers
- Environmental Sound Machines/Tinnitus Maskers/White Noise Machines
- Flexible Schedule
- Job Coaches
- Job Restructuring
- Modified Break Schedule
- Noise Canceling Headsets
- Sound Absorption and Soundproof Panels
- Task Separation
- Telework/Work from Home
- Timers and Watches
- Visual Schedulers
- Modified Workspace
- Written Instructions
- Periodic Rest Breaks
- Task Rotation

1. The Checkup. "PTSD statistics 2025." *Single Caresinglecare.com/blog/news/ptsd-statistics/.* Accessed 08 July 2025.
2. Job Accommodation Network. "Post-Traumatic Stress Disorder (PTSD)" *JAN*, askjan.org/disabilities/Post-Traumatic-Stress-Disorder-PTSD.cfm. Accessed 08 Jully 2025.

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