VIRTUAL MIDWEST CONCUSSION CLINIC

MAKING THE INVISIBLE VISIBLE

(260) 200-3735 | matt@mwconcussion.com | www.mwconcussion.com

EDUCATIONAL INFORMATION FOR EMPLOYERS

UNDERSTANDING CONCUSSIONS & PERSISTENT POST-CONCUSSION SYMPTOMS

BEFORE YOU READ

This document *does not* describe your employee's specific medical condition.
It explains general concussion recovery so employers can better understand why symptoms and work capacity may change during recovery. Understanding concussions helps employers support valued employees while promoting a safe, sustainable return to work.

3 THINGS EVERY EMPLOYER SHOULD KNOW

- **A concussion is a traumatic brain injury.**
- **Recovery is rarely a straight line.**
- **The injury is often invisible but very real.**

1 CONCUSSION IS A TRAUMATIC BRAIN INJURY

A concussion is a mild traumatic brain injury caused by forces transmitted to the brain following a blow to the head, neck or body.

Although classified as 'mild', the effects on an individual's daily function can be significant.

Concussions are often invisible. There is no typical cast, brace or outward sign that someone is recovering from a brain injury.

2 RECOVERY IS NOT ALWAYS LINEAR

Symptoms often fluctuate from day to day and even throughout the same day.

An employee may feel capable in the morning but experience increased symptoms later as their physical or cognitive capacity is reached.

Temporary increases in symptoms do not necessarily indicate a new injury or a lack of progress. These fluctuations are common.

3 THE INJURY IS OFTEN INVISIBLE

Because there are no visible signs, employees may feel pressure to "push through" symptoms.

However, working beyond their current capacity may temporarily worsen symptoms and reduce productivity for the remainder of the day.

Most people look completely normal while experiencing challenges that affect their ability to think and focus.

HOW CONCUSSIONS MAY AFFECT SOMEONE AT WORK

- Difficulty concentrating.
- Slower processing information.
- Mental fatigue.
- Headaches
- Dizziness or balance issues.
- Light or noise sensitivity.
- Difficulty multitasking.
- Disorientation or confusion.

The presence and severity of symptoms will vary from person to person. Every concussion is unique and recovery timelines will differ for each individual.

CAPACITY CAN CHANGE THROUGHOUT THE DAY

Many people experience changes in their physical and cognitive capacity as fatigue accumulates.



More energy and mental clarity | Symptoms begin increasing | Fatigue builds and symptoms worsen | Recovery time needed for the next day

WAYS EMPLOYERS CAN HELP

- Allow brief rest breaks as needed.
- Reduce exposure to excessive noise and lights.
- Provide temporary schedule flexibility as needed.
- Gradually increase work demands over time.

WORKING TOGETHER

Open communication and reasonable flexibility can help support a safe and sustainable return to work while benefiting both the employee and the workplace.

RECOVERY ISN'T ABOUT PUSHING HARDER.
IT'S ABOUT UNDERSTANDING YOUR BRAIN'S CURRENT CAPACITY.



At the Midwest Concussion Clinic, we believe that successful recovery is supported by education, communication and collaboration between employees, healthcare providers and employers. A better understanding of concussion recovery can help facilitate a safe return to work while supporting both employee well-being and workplace productivity.