

ISOLATION

- Odd Hours For Rounds
- Volunteers For Graveyard Shift
- Absent From Doctor's Lounge
- Eats Alone
- Avoids:
 - Departmental Meetings
 - CME Events
 - Medical Social Events

INCIDENTALS

- **Eyes – Theirs**
 - Red
 - Black & Blue
 - Yellow
 - Puffy
 - Glassy
 - Dead
 - Pupils
 - Avoids Eye Contact
- **Eyes – Yours**
 - Disheveled Appearance
 - Tremors
 - “Green Tongue” Sign
 - Bruises
 - Needle Tracks
 - Heavy Drinking
 - At Staff Functions
 - At Social Functions
 - Off-Duty Intoxication
 - “**Now you see it, now you don't**”

- **Ears**
 - Raspy Voice
 - Gargling In The Bathroom
 - Staff Complaints
 - Patient Complaints
 - Peer Complaints
 - Slurred Speech On Phone
 - Blackouts
 - Fatalistic Comments
 - “Screaming Silently”
 - Subject Of Hospital Gossip
 - Marital Difficulties
 - Financial Problems
 - “Party” Reputation
 - DUI/DWI
- **Nose - Theirs**
 - Red
 - Orange-Peel
 - Runny
- **Nose - Yours**
 - Mouthwash
 - Mints
 - Alcohol
 - Excessive Cologne
- **Other**
 - Unexplained Intervals Between Jobs
 - Frequent Job Changes
 - Frequent Relocations
 - Indefinite References
 - Unusual Medical History



Know a Doctor or PA in trouble with drugs/alcohol or mental health problems?
Please contact the **Physician Recovery Network** for help.
www.SouthworthAssociates.net 800.386.1695

24 HOUR **CONFIDENTIAL Toll free Crisis Line**
866.460.9014

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IDENTIFICATION OF IMPAIRMENT IN THE WORKPLACE

- **IRRITABILITY**

- **IRRESPONSIBILITY**

- **INACCESSIBILITY**

- **INABILITY**

- **ISOLATION**

- **INCIDENTALS**

IRRITABILITY

- Mood Swings
- Negative Attitude
- Argumentative
- Inappropriate Anger
- Overreaction To Criticism
- Altercations With Staff
- Altercations With Patients
- Altercations With Peers
- Other Disruptive Behavior
- “Personality” Change

IRRESPONSIBILITY

- Shifts Work Load
- Manipulates Schedule
 - ER
 - OR
 - On-Call
- “Hurry Up - Catch Up”
 - Hasty Rounds
 - Short Cuts

INACCESSIBILITY

- Frequent Tardiness
- Frequent Absence
- “MIA” - Missing In Action
 - Frequent Trips To Bathroom
 - Frequent Trips To Parking Lot
 - Prolonged Lunch Breaks
 - Unavailable When On-Call
 - Unavailable For Discussions

- Frequent Beeper Failure
 - “Forgot To Turn It On”
 - “Batteries Dead”
- Frequent Illness
 - Monday Morning
 - Post - Holiday
- Early Departure
 - Friday Afternoon
 - Pre - Holiday
- “Nodding Off”

INABILITY

- Inappropriate Orders
- Inadequate Charting
 - Quantity
 - Quality
 - Timeliness
 - Record Room “Hit” List
 - QA Outlier
- Difficulty With Difficult Cases
- Deviation From Standard Procedures
- Deviation From Drug Procedures
 - Un-witnessed Wasting
 - Excessive Amounts
 - Insufficient Patient Analgesia
 - Excessive Spillage/Breakage
- Decreased Performance
- Frequent Malpractice Action
- Frequent “Forgetfulness”