

## **WHAT DO YOU THINK...ABOUT COLLEAGUE IMPAIRMENT?**

(Survey conducted at NASW MA Chapter Symposium—April 2014)

*This was an anonymous survey. We invited attendees to help NASW Massachusetts Chapter and the SWAN (Social Work Assistance Network) Commission (NASW's confidential information and referral service for colleagues) evaluate the need for a variety of colleague services. There was space at the end for comments. Completed surveys were returned to marked boxes where evaluations were collected.*

1. Have you ever worked in a situation where one or more staff members have had problems severe enough to impact their work? **82** Yes **27** No
2. Were clients at risk in this situation? **49** Yes **42** No
3. Did the employer respond to protect those clients? **37** Yes **33** No **3** Other
4. Did the employer offer services to the staff member? **32** Yes **40** No **2** Don't Know
5. Was the worker's employment terminated because of these issues? **25** Yes **35** No
6. Have you ever left a job because there was something: (2) illegal (5) dangerous (13) unethical happening either in your own work or in the functioning of the workplace? **31** Yes **71** No
7. Did you try in any way to correct the situation before you left? **30** Yes **15** No **5** N/A
8. Did you report this employer to any entity? **19** Yes **27** No
9. If consultation on a strategy to respond had been available, would you have used it? **45** Yes **3** No
10. Have you been aware of a colleague who had a substance abuse problem which adversely affected his/her work? **49** Yes **52** No
11. Have you been aware of a colleague who had an emotional problem which adversely affected his/her work? **74** Yes **28** No
12. Did you try to personally intervene with this colleague in any way? **56** Yes **30** No  
Did it help? **19** Yes **34** No
13. Did you recommend any other resources to this colleague? **56** Yes **23** No  
Did it help? **26** Yes **37** No **1** Somewhat
14. Have you ever experienced a personal difficulty which may have affected your ability to practice your profession? **50** Yes **53** No
  - a. If yes, did you ask for help with these issues? **36** Yes **7** No
  - b. Did you ask:  
(3) another agency (13) a colleague (7) an EAP program (0) other NASW service  
(1) NASW private practice referral service (13) a supervisor (4) SWAN  
(27) therapist (1) union
  - c. Was the service you chose helpful to you? **37** Yes **3** No
  - d. If not, what would have been helpful to you? \_\_\_\_\_
15. Do you have supervision or other sources of professional support at work? **87** Yes **23** No  
Is it sufficient? **43** Yes **30** No
16. Is appropriate and useful staff development training available to you at work? **65** Yes **34** No
17. If you were struggling with an issue and you were assured of a discreet, confidential service through NASW, would you use it? **92** Yes **9** No **2** Not sure
18. Do you think NASW should offer free or low fee support groups for professional social workers in various parts of the state? **85** Yes **5** No **11** Consider it
19. Would you use such a group if it were available? **70** Yes **27** No **12** Maybe
20. What other services would you suggest which might be useful to you or to colleagues/agencies?

There were several questions re geographic area, areas of practice, licensure level, years of experience.

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If you have specific comments or questions, please feel free to call SWAN (1-800-635-7926)  
Or email us at swanhelps@yahoo.com