

**BEHAVIORAL INDICATORS OF A POSSIBLE HEALTH PROBLEM
IN A HEALTH CARE PROFESSIONAL**

<p><u>Information to Consider:</u></p> <ul style="list-style-type: none"> • The information in this list is an example of behavioral indicators of possible health problems in health care professionals and does not serve as a diagnosis of any health condition. • This list does not replace a health assessment by a qualified professional. • A goal of NPHP is to help health care professionals before they become impaired. Most ill health care professionals do not show evidence of impairment at work. Impairment is typically a sign of late state illness. • Note: the most significant behavioral indicator of a health problem <i>is a change in mood or attitude.</i> 	<p><u>Legal/Regulatory</u></p> <ul style="list-style-type: none"> • Licensing board issues • Involvement in malpractice suites • Peer review of work • Arrests for driving while intoxicated or other legal problems (i.e. domestic violence, public sexuality acting out)
<p><u>Family</u></p> <ul style="list-style-type: none"> • Withdrawal from family activities • Children neglected, abused or in trouble • Mood swings, arguments or violent outbursts • Sexual problems; impotence, extramarital affairs • Medicinal use of alcohol or drugs • Family isolation • Financial problems • Spouse in therapy or taking psychoactive meds • Geographical separation or divorce by spouse 	<p><u>Physical</u></p> <ul style="list-style-type: none"> • Deterioration in personal hygiene • Deterioration in clothing and dressing habits • Inappropriate dress • Numerous prescriptions and OTC drug use • Frequent ER visits or hospitalizations • Frequent visits to physicians • Accidents • Multiple somatic complaints • Excessive tiredness or insomnia • Memory problems, difficulty concentrating • Emotional crisis
<p><u>Employment</u></p> <ul style="list-style-type: none"> • Frequent job changes or relocations • Unusual medical history • Indefinite, vague or inappropriate references • Working in positions inappropriate for qualifications • Resistance to pre-employment physical or family interview 	<p><u>Community</u></p> <ul style="list-style-type: none"> • Neglected social commitments • Inappropriate behavior in social settings • Arrests for driving while intoxicated or legal problems • Unreliability or unpredictability in community activities • Public intoxication or impairment
<p><u>Office</u></p> <ul style="list-style-type: none"> • Disruption in appointment schedule • Hostile, suspicious or unreasonable behavior to staff or patients • Withdrawn, “locked door syndrome” • Excessive ordering of drug supplies • Excessive prescribing practices • Complaints from patients and staff • Unexplained absences from the office • Spasmodic work pace, or decreasing work load and tolerance • Taking sexual advantage of patients or coworkers • Procrastination or neglect of details • Avoidance of fellow workers • Errors in judgement • Becoming a topic of “gossip” 	<p><u>Hospital</u></p> <ul style="list-style-type: none"> • Making rounds late, or inappropriate or abnormal behavior during rounds • Decreasing quality of performance • Inappropriate orders • Reports of behavioral changes • Unavailability or inappropriate responses to telephone calls • Heavy drinking at staff functions • Often late, absent, or ill • Alcohol on breath when on duty • Intoxicated when on call, even at home • Unreasonable sensitivity to normal criticism from peers • No longer attending committee meetings and/or other required hospital functions