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Identifying Impairment in the Workplace

1. Which of the following may be considered a reason to identify impairment in the workplace?

A. Upholding professional oaths
B. Meeting the recommendations of professional organizations
C. Individual state regulatory requirements
D. All of the above

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2. Recognizing impairment can refer to the act of acknowledging the characteristics and/or signs and symptoms of impairment in another individual.

A. True
B. False

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3. Over the course of two months Nurse A observed Nurse B exhibiting memory loss, impaired cognition, tremors and slurred speech. Which of Nurse A's observations, regarding Nurse B, may be categorized as impaired behavior?

A. Memory loss
B. Impaired cognition
C. Slurred speech
D. Both A and B

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4. Which of the following may be considered a physical sign and/or symptom of impairment?

A. Bloodshot eyes
B. Significant weight loss or gain
C. Maintaining a disheveled appearance
D. Both A and B

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5. Establishing an individual behavior baseline can help health care professionals distinguish between individual personality traits and signs and symptoms of impairment.

A. True
B. False

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6. Maintaining a calm demeanor while recognizing and observing impairment can help health care professionals obtain the information they require to properly identify impairment in the work

place.

A. True
B. False

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7. Which of the following statements is most accurate?

A. The main focus of impairment reporting is on disciplinary actions towards impaired health care professionals
B. The focus of impairment reporting is for health care professional rehabilitation
C. Health care professionals whom have been reported for impairment are never offered a chance for rehabilitation
D. Health care professionals whom have been reported for impairment may never re-enter their workplace

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8. Documentation can provide a concise explanation of observed events to effectively communicate vital information regarding impairment in the workplace.

A. True
B. False

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9. Which of the following statements is most accurate?

A. Health care managers should not be informed about suspected impairment until patient safety has been jeopardized
B. Health care managers should be informed about suspected impairment so they can assist health care professionals in observing the potentially impaired individuals
C. Health care managers do not typical assist in observing potentially impaired health care professionals
D. Health care managers should not be informed about potential impairment in the workplace

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10. After a health care professional reports a potentially impaired individual, he or she should not follow up with management.

A. True
B. False

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