

Care CEUs

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 typically 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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