

WARNING SIGNS

DECLINE IN JOB EFFICIENCY

- Decrease in overall work quality
- Errors in judgment
- Periods of confusion and lack of concentration
- Unrealistic excuses for lowered work quality
- Missed deadlines
- Excessive time completing tasks
- Difficulty handling complex tasks
- Loss of memory
- Medication errors
- Omitted, illogical or illegible charting
- Errors in transcribing orders
- Overlooking patient's deteriorating condition

INCONSISTENT WORK PATTERNS

- Alternate periods of high and low efficiency
- Decrease in dependability
- Frequent requests for help with assignments
- Avoiding contact with supervisor or colleagues

ABSENTEEISM

- Repeated absenteeism (higher than average)
- Absenteeism around scheduled days off
- Excessive tardiness
- Leaving work early
- Improbable reasons for absenteeism
- Unauthorized leave
- Last minute request for leave
- Excessive use of sick leave

ON-THE-JOB ABSENTEEISM

- Extended lunch breaks
- Unexplained disappearances on the job
- Excessive breaks, trips to bathroom
- Vacant expression

MEDICATION-CENTERED PROBLEMS

- Increased use of pain medications recorded
- Increase in wastage or breakage of drugs
- Missing drugs or unaccounted doses

WARNING SIGNS

ATTITUDE AND MOOD

- Dramatic mood shifts
- Tendency to isolate
- Irritability
- Secretive/suspicious
- Crying
- Inflexible
- Physically threatening
- Excessive talkativeness
- Grandiosity, exaggerated self-importance

PHYSICAL AND EMOTIONAL PROBLEMS

- Change in physical/emotional condition
- Marked nervousness
- Excessive sweating
- Hand tremors
- Lack of attention to personal cleanliness and grooming

IMPAIRED INTERPERSONAL RELATIONSHIPS

- Frequent arguments
- Excessive blaming of others
- Unwilling to cooperate or compromise
- Over-reactions to other people
- Wide swings in mood from isolation to angry outbursts
- Complaints from others of irritability, physical roughness, verbal abuse

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