

# SIGNS AND SYMPTOMS

## **DECLINE IN JOB EFFICIENCY**

- Decrease in overall work quality
- Alternate periods of high and low efficiency
- Missed deadlines
- Excessive time completing tasks
- Difficulty recalling instructions
- Decrease in dependability/follow-through
- Medication or transcription errors
- Errors in judgment
- Inconsistent work quality

## **MEDICATION-CENTERED ISSUES (OR DISCREPANCIES)**

- Increase in pain medications recorded or wasted
- Missing drugs or unaccounted doses

## **ABSENTEEISM**

- Repeated absenteeism or tardiness
- Extended, excessive or unexplained breaks
- Excessive or unauthorized leave
- Absenteeism before or after scheduled days off

## **PHYSICAL/EMOTIONAL**

- Change in physical/emotional condition
- Periods of unusual hyperactivity or agitation
- Lack of motivation; appears lethargic
- Physically threatening
- Marked sweating, hand tremors or nervousness
- Lack of attention to personal cleanliness/grooming
- Crying, depressed, irritable

## **PROFESSIONAL RELATIONSHIPS**

- Complaints from other staff or patients
- Frequent arguments
- Unwillingness to cooperate and compromise
- Overreacts to real or imagined criticism, paranoid
- Isolates
- Persistent job transfer requests

**303.369.0039**

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