

STRESS AND IMPAIRMENT IN RESIDENCY TRAINING

I. "Warning Signals" (Behaviors)

- A. Poor or Deteriorating Patient Care
- B. Over-conscientiousness/Workaholism
- C. Avoiding Responsibility
- D. Unexplained Absences
- E. Seemingly Chaotic Lifestyle
- F. Pointless Friction/Conflicts with Attendings, Staff, & Students
- G. Peer Avoidance/Social Isolation
- H. Boundary Violations
- I. Other Unprofessional Behaviors

II. Categories of Impairment (Causes)

- A. Normal Stress
- B. Incompetence
 - 1. Ignorance
 - 2. Inability
- C. Characterologic Problems
 - 1. Malicious
 - 2. Unethical
- D. Psychiatric Emotional Disturbance
 - 1. Drug/Alcohol Abuse
 - 2. Depression
 - 3. Anxiety
 - 4. Denial of Medical Problems

III. Understanding the Cause vs. Performance Standards

IV. Lines of Defense

- A. Input from Supervising Resident
- B. Informal Contact with Chief Resident
- C. "Information Gathering" by Year Coordinator Program Director
- D. Formal Intervention by Program Director
 - e.g. official meeting, warning
- E. Referral for Evaluation
- F. Boundary issues and conflicts of interest

Substance Abuse:

Contact Program Director *and/or* Dr. Mary Alice O'Donnell (828-9783)

General Psychiatric Issues:

Help Link / Employee Assistance Program – (828-4327)
Intake & Referral – (828-2000)

Dr. James Levenson
Dr. John Urbach
Dr. Susan Waller
Dr. Sherif Meguid
Dr. John Vernon

G. Probationary Status

1. To address competency/ethics issues
2. To "push" a referral for reluctant participants
3. Probation, promotion, and retention are based on behavior, not cause.

H. Insurance Selection Issues

1. Mental Health Benefits are Important
2. Consider Choice of Plans Carefully