

# 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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