

Recognize the Distressed Trainee

NATIONAL INSTITUTES OF HEALTH 

Foster Well-Being: As a supervisor or training director, you are responsible for the productivity and well-being of your trainees.



• Observe **DISTRESS** • • • • •

**EARLY
WARNING
SIGNS**

Be proactive in promoting well-being and identify warning signs related to distress, such as:

Attendance: Absenteeism, tardiness, decreased productivity

Behavior: Inappropriate conduct, changes in appearance, unkempt, sadness, abrupt changes in mood, irritability, agitation, interpersonal difficulties, fatigue, difficulty concentrating, decreased motivation, expression of self-harm



• Consult & **WITH RESOURCES** • • • • •

Clarify supervisor and trainee needs and outline strategies to:

- optimize referrals for care
- enhance workplace functioning
- ensure safety

Contact: • OITE • OMS • Ombudsman
• EAP • Civil



• Triage **EMERGENCIES**

Police, 24/7, Imminent threats, workplace violence, harm to self or others

Main Bethesda Campus Call NIH Police:
911 - landline, 301-496-9911 - mobile

All other NIH facilities Call Local Police:
9-911 - landline, 911 - mobile

OMS, 24/7, Evaluations for abrupt behavior change, substance abuse, injury, illness

301-496-4411, 301-496-1211 (after hours)

Resources

NATIONAL INSTITUTES OF HEALTH



OITE

301-496-2427

training.nih.gov

oite-wellness@nih.gov



Career Services | Educational Counseling & Advising

**Office of
Intramural
Training &
Education**

- Consultation & training for Supervisors
- Graduate and professional school advising
- Career exploration and advising
- Interpersonal skills development
- Wellness workshops and advising
- Cultural adaptation to USA
- Strategies to improve mentor/mentee relationships

EAP

301-496-3164

ors.od.nih.gov/sr/dohs/EAP



Mental Health Professionals | Confidential | Voluntary

**Employee
Assistance
Program**

- Short-term Counseling
- Crisis Intervention
- Community Resources & Referral
- Supervisory Consultation
- Assistance referring trainees to EAP
- Phone and face-to-face consultations

Civil

301-402-4845

<https://civilworkplace.nih.gov>

Anti-Harassment Hotline 833-224-3829



Response Team | Coordinators | Anonymous Reports

**NIH
Human
Resources**

- Consultation to mitigate workplace difficulties, including all forms of harassment, inappropriate, uncivil, and other disruptive behavior
- Resource for all forms of harassment, inappropriate, uncivil, and other disruptive behavior impacting the workplace

Ombudsman

301-594-7231

ombudsman.nih.gov



Consultation | Coaching | Facilitation

**Center for
Cooperative
Resolution**

- Neutral, confidential, independent resource
- Coaching, individual and team problem-solving
- Conflict resolution of personal and interpersonal issues
- Identify work-related systems problems

OMS

301-496-4411

301-496-1211 (after hours)

<https://go.usa.gov/xnhG3>



**Occupational
Medical
Service**

Medical Emergencies | CC Bldg 10, OP6

- 24/7: Evaluations for abrupt behavior change, substance abuse, injury, illness

Emergencies



Police 24/7, Law Enforcement

Main Bethesda Campus Call NIH Police

911 landline, 301-496-9911 mobile

Non-emergency, 301-496-5685

All other NIH facilities

Call Local Police

9-911 landline, 911 mobile