

# 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 & **Connect 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](http://training.nih.gov)

[oite-wellness@nih.gov](mailto: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](http://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

HARASSMENT  
DOESN'T  
WORK HERE

## Ombudsman

301-594-7231

[ombudsman.nih.gov](http://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

