



**Northwell Health Employee Assistance Program (EAP) and  
Physician's Resource Network (PRN)  
Physician Intervention Services – Disruptive Physician Behavior**

Is there a disruptive physician on your staff? Have you been told you are disruptive? Disruptive physician behavior is a form of physical impairment and attention is now being focused on it due to its disruptive impact on staff and patient care. Consequences of disruptive physician behavior include:

- Disharmony and poor morale
- Staff turnover and reduced self-esteem among staff
- Incomplete and dysfunctional communication
- Heightened financial risk and litigation
- Unhealthy and dysfunctional work environment
- Potential for poor quality of care

Physicians who display disruptive behaviors such as intimidation, bullying or harassment towards co-workers and even patients can cost your department time, productivity, decrease morale and increase exposure to malpractice suits. Surprisingly, disruptive behavior is often not recognized by those being disruptive. PRN can help you to identify specific concerns related to the physician's behavior and determine the level of response needed. Changing behaviors may include interaction with:

- Enhancing communication skills
- Managing personal and professional relationships
- Team building and conflict resolution
- Managing change
- Time management and work-life balance
- Dealing with the effects of stress and burnout

If you have any questions about disruptive physician behavior, or would like to schedule a confidential consultation, please contact PRN at 866-454-3280.