

FITNESS FOR WORK AND PERSONALITY DISORDERS

DR IAN DE SAXE

The **last** thing a psychiatrist wants to hear when treating someone with a multiple-personality disorder:

Gee, Doc! I feel like a brand new person!



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WHAT IS PERSONALITY DISORDER?



CONSISTENT PATTERN OF INNER
EXPERIENCE AND BEHAVIOUR

DYSFUNCTIONAL WITHIN THE CULTURE

PERSONAL AND SOCIAL DISRUPTION

STARTING IN LATE ADOLESCENCE

FIXED FANTASIES OR “DYSFUNCTIONAL
SCHEMATA”

DISORDERS

- **Inherited tendencies, or your genes**
- **Environment, or your life situations**

RISK FACTORS

A family history of personality disorders or other mental illness

Verbal, physical or sexual abuse during childhood

An unstable or chaotic family life during childhood

Being diagnosed with childhood conduct disorder

Loss of parents through death or divorce during childhood

- Paranoid personality disorder (DSM-IV code 301.0): characterized by irrational suspicions and mistrust of others.

- Schizoid personality disorder (DSM-IV code 301.20): lack of interest in social relationships, seeing no point in sharing time with others, anhedonia, introspection.

- Schizotypal personality disorder (DSM-IV code 301.22): characterized by odd behavior or thinking.

Cluster B (dramatic, emotional or erratic disorders)

- Antisocial personality disorder (DSM-IV code 301.7): a pervasive disregard for the law and the rights of others.

- Borderline personality disorder (DSM-IV code 301.83): extreme "black and white" thinking, instability in relationships, self-image, identity and behavior.

- Histrionic personality disorder (DSM-IV code 301.50): pervasive attention-seeking behavior including inappropriate sexual seductiveness and shallow or exaggerated emotions.

- Narcissistic personality disorder (DSM-IV code 301.81): a pervasive pattern of grandiosity, need for admiration, and a lack of empathy.

Cluster C (anxious or fearful disorders)

- Avoidant personality disorder (DSM-IV code 301.82): social inhibition, feelings of inadequacy, extreme sensitivity to negative evaluation and avoidance of social interaction.

- Dependent personality disorder (DSM-IV code 301.6): pervasive psychological dependence on other people.

ASSESSING PERSONALITY

IS - PERSONALITY ASSESSMENT SCALE

MYERS-BRIGGS INVENTORY

MMPI - MINNESOTA MULTIPHASIC PERSONALITY
INVENTORY

PF

DECISIONS ON FITNESS TO WORK

- ETHICAL FACTORS -
PATIENTS' RIGHTS VS
EMPLOYER'S VS
SOCIETY'S
- IMPACT
- CULTURAL DIFFERENCES



FITNESS FOR WORK

- ✦ recruitment of new staff
- ✦ return to work of those who have been off sick

the person able to perform the job adequately
do they pose health and safety risks?
how likely are they to require future sick leave

PROGNOSIS

the unfit group

- more duration of illness
- more frequent hospitalizations in the last year
- more hospitalization days
- more need for communication with the public during work
- more disturbed relationship with their colleagues
- less productivity
- more comorbidity
- more diagnosis of schizophrenia

