



INTRODUCTION TO ADDICTION & SUBSTANCE ABUSE

Enhancing Your Response to Employees with Mental Health Challenges

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The Three Rs

RECOGNIZE a mental health problem

REFER to a mental health professional

RELATE to those in distress



RECOGNIZE

a mental health problem

Addressing Myths in the Workplace



Addiction means
you don't have
willpower.



Studies have shown us
that addiction is a
disease, not a choice.
It does not mean being
weak, but it does mean
you need help.

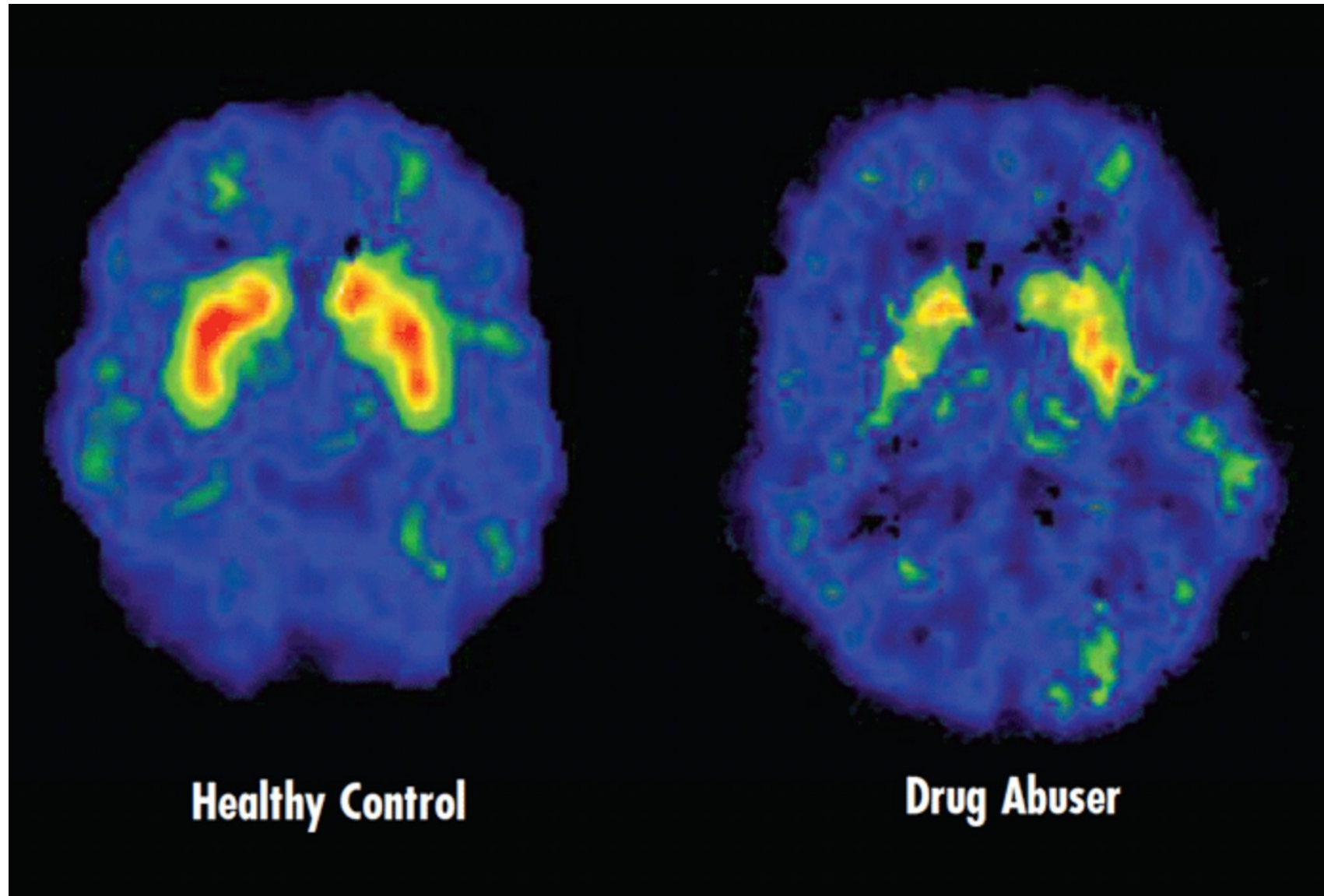
Addressing Myths in the Workplace



People struggling with addiction can stop at anytime.



Studies have shown us that there is a layer of your body physically needing the substance which creates dependency.



Credit NIH.

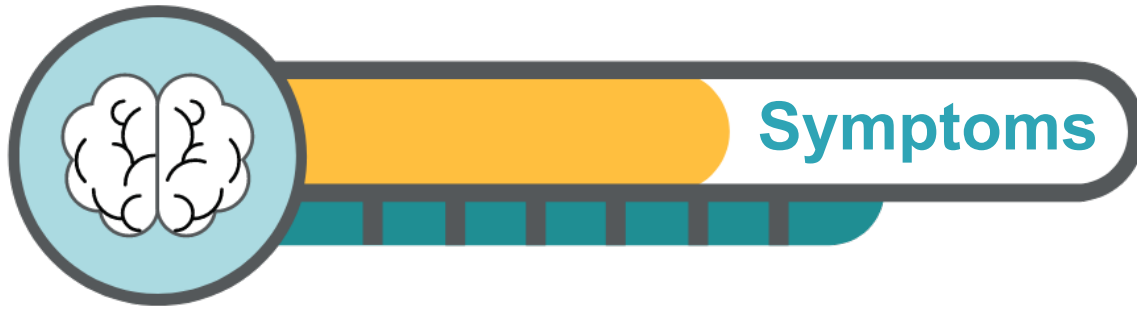
What is substance abuse?

A repeated pattern of substance abuse that can result in tolerance, withdrawal, and compulsive drug-taking behavior. It affects a person's brain and behavior and leads to an inability to control the use of a legal or illegal drug or medicine.

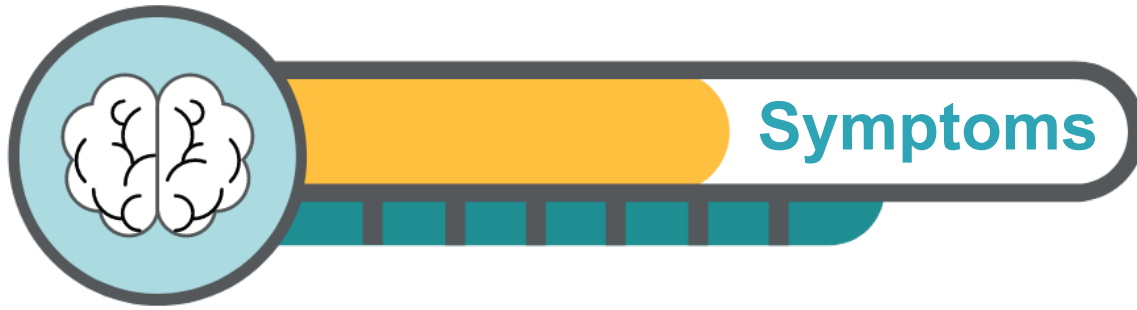


Reasons to seek the effects of Substance use:

- To feel good - Euphoria
- To feel better - Forget
- To do better - Performance
- Curiosity and peer pressure - Experimenting



- Withdrawal from friends and family
- Sudden changes in behavior
- Engaging in risky behaviors
- Developing a high tolerance and withdrawal symptoms
- Feeling like you need a drug to be able to function



In the workplace

- Excessive Substance abuse
- Showing up to work looking unwell
- Fractures relationships at work
- Associating with other substance users

Characteristic Symptoms

Substance dependence is a repeated pattern of substance abuse that can result in tolerance, withdrawal, and compulsive drug-taking behaviors.

- **Dependence** is what most people are referring to when they use the term addiction.
- **Tolerance** is present when the individual has to use progressively more of the substance over time to achieve a particular high.
- **Withdrawal** is a set of unpleasant physical symptoms that are opposite of the effects of the drug.
- **Compulsive drug-taking behaviors** include uncontrolled use of the drug, craving the drug, and excessive amounts of time devoted to obtaining the drug.

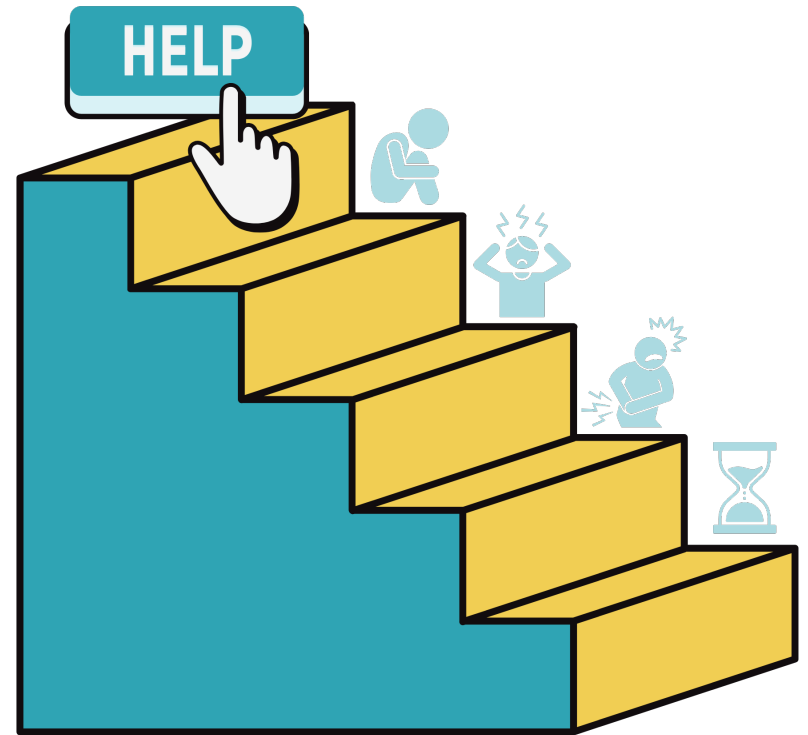
Substance Misuse and Problems in the Workplace

- Loss of productivity
- Loss of job performance
- Workplace accidents and injuries
- Employee absenteeism
- High turnover
- Low employee morale
- Theft
- Conflict among employees or with supervisor

At Work High-Risk

Factors that contribute to substance abuse in the workplace.

- Loneliness
- Work stressors
- Long Hours
- Physical Pain



REFER

to a mental health professional



Prevalence and Age of Onset

- Addiction occurs more commonly in men, with an average age of onset between eighteen and thirty years old. It has been found that the younger a person starts drinking or using drugs, the more likely he or she is to become addicted as an adult.
- Statistics indicated that adults who use illicit drugs are more than twice as likely to have a serious mental illness (e.g., depression) than adults who do not use illicit drugs.

Mental health provider...



- Primary care doctor (*General practitioners*)
- Counselors (LPC, LCDC)
- Therapist (LMFT)
- Psychiatrist (MD, DO)
- Hospital & Treatment Facilities

Treatments & Therapies



Detoxification

Addictive substances are removed from the patient's body under the supervision of a medical doctor.

Psychotherapy

Patients are taught to handle stress and situations and to alter self-defeating thoughts and irrational beliefs.



RELATE

to those in distress

Relating to Someone Living With Substance–Related or Addictive Disorder...

❖ Compassion & Understanding

❖ Creating opportunities to learn more

❖ React Calmly & Rationally



❖ Shift in language

❖ *Diagnosis, not who they are!*

Relapse

- Repeated drug use can cause changes in the brain that may affect an addicted person's self-control and ability to resist cravings.
- More than 85% of individuals relapse and return to drug use within the year following treatment.
- Researchers estimate that more than 2/3 of individuals in recovery relapse within weeks to months of beginning addiction treatment.

Relapse Prevention

- Once an individual completes detox and inpatient treatment, the focus shifts to helping him or her avoid relapsing into drug and alcohol use.
- Relapse prevention can include a combination of medication, continued psychotherapy, and twelve-step programs.
- People recovering from addiction often show significant mood and anxiety problems. If left untreated, these problems can play a role in a person returning to substance abuse.
- Individuals who seek treatment are referred to some type of twelve-step program in which the basic foundations are biblical concepts of submission, forgiveness, and accountability.
- Recovering addicts are taught to significantly change the way they live in order to avoid a relapse.

Changing our attitudes about substance misuse

- Substance use disorders have a **neurobiological basis**. They should be treated as medical issues like any other.
- We must **change social attitudes**, shifting how we think, talk, and act towards people with substance use problems.
- We have a moral obligation and economic imperative to provide access to high-quality care for those suffering from substance use disorders.

Economical Impact of Substance abuse prevention and treatment

- 91% decrease in absenteeism
- 88% decrease in problems with supervisors
- 93% decrease in mistakes at work
- 97% decrease in on-the-job injuries



Gateway to Hope Resources:



FACT SHEET



RELATE SHEET



TOPIC BLOG



FACT SHEET

Substance Abuse & Addiction

About Substance Abuse & Addiction

Substance and alcohol are often used to self-medicate from heightened stress or psychological distress. This often can cause behavioral issues or relationships to be damaged. Substance use disorder (SUD) is a treatable mental disorder that affects a person's brain and behavior, leading to their inability to control their use of substances such as legal or illegal drugs, alcohol, or medications.



Substance Abuse & Addiction Facts



Substance Abuse in the Workplace

According to the National Safety Council, jobs in construction, truck driving, mining, and some service industries have higher rates of alcohol and substance use disorders which is a medical condition characterized by uncontrollable use of alcohol or other substances despite the negative consequences.



Impact of Substance Abuse

Substance use disorders occur when the recurrent use of alcohol and/or drugs causes clinically significant impairment, including health problems, disability, and failure to meet major responsibilities at work, school, or home.



Statistics

Only 10.3 percent of people with SUD received SUD treatment this past year.

17 Million

U.S. adults experienced both a mental illness and a substance use disorder in 2020.



Individuals resort to substance and alcohol abuse to cope with work stress.





RELATE SHEET



SUBSTANCE ABUSE & ADDICTION

Follow these tips to navigate and relate to someone that is struggling with addiction or substance abuse.

Identify an Appropriate Time and Place

When addressing your concern of a colleague's behavior, consider a private setting with no distractions, such as a walk around your workplace or a short drive to lunch.

Express Concern and be Direct

Be intentional with your concern. Provide examples and reasons why you're worried about them.

Acknowledge their Feelings and Listen

It's important to keep an open mind and listen without judgment. They need to feel understood and validated as they become comfortable sharing their struggles.

Offer Help

Let them know that what they're going through, also impacts millions of people across the nation and it can be treated. Help them connect to a professional for the next step.

Be Patient

Results will not happen overnight. Be patient with the process, allow space to check-in on that person and follow their journey through treatment and healing.

RELATE: TOOLS & APPLICATION



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www.myhopeline.com



TOPIC BLOG



SUBSTANCE ABUSE & ADDICTION IN THE WORKPLACE

Substance use creates a change in the brain's structure causing individuals to have intense cravings, changes in personality, abnormal moments, and behaviors. When a person has developed an addiction to a substance they can build a tolerance to it. Resulting in more consumption of the substance to achieve the same effects.

Common Substance Addictions

- Alcohol
- Marijuana
- Hallucinogens
- Inhalants
- Sedatives
- Stimulants
- Tobacco
- Opioids

Recognizing the Signs in the Workplace

Individuals with substance use disorder (SUD) will often downplay their unhealthy behavior or get caught lying about certain actions and behaviors. This is an open door to observe the signs, and offer support since it's important to remember that addiction does not discriminate and can affect anyone.

Signs of SUD may include:

- Excessive substance abuse
- Showing up to work looking unwell
- Fractured relationships with coworkers
- Associating with other substance users

Risk factors such as genetics and stressors can contribute to mental health issues, like anxiety, depression, and PTSD. Someone



struggling with a mental health issue may turn to substances as a form of self-medication. Therefore, creating self-awareness and seeking help will allow the individual to effectively treat the root issue and adopt healthier ways to navigate the situation.

Conclusion

If you're concerned, speak up, if you're struggling accept the help. Addiction and substance abuse is a stigmatized issue, but education and understanding will allow you to respond appropriately.

RECOGNIZE

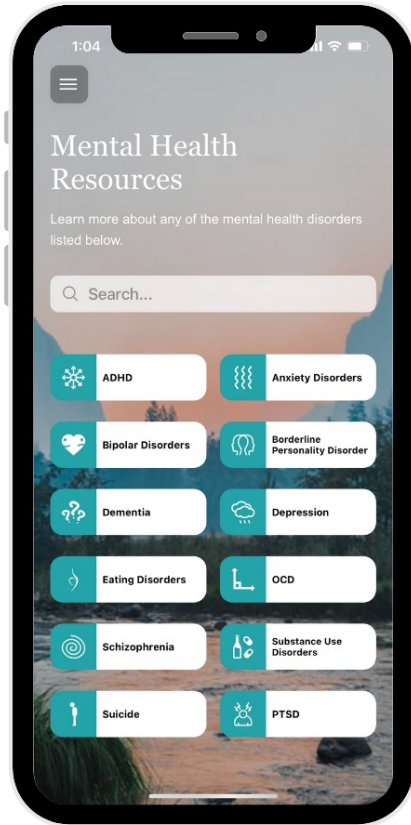
The Hope Line



The top card is light blue and features the text "The Hope Line" in a large, dark blue font, followed by "(832) 831-7337" in a slightly smaller font. Below this, the phrase "RELIEF. JUST A CALL AWAY" is written in a smaller, dark blue font. At the bottom, it says "Open daily 5-8pm" and "*In case of emergency" in a small font.

The bottom card is teal and features the HHCI logo (a stylized blue and green 'X' shape) in the top left corner, followed by "HHCI" in a large font and "Hope and Healing Center & Institute" in a smaller font. In the center, there is an illustration of a person sitting on the ground, hunched over with their head buried in their hands, with the text "YOU ARE NOT ALONE" written in a large, white, sans-serif font above them. At the bottom, the phone number "(832) 831-7337" is written in a white font.

Mental Health Gateway App



Mental health resources

- PDFs
- Videos
- Guides and Workbooks

Easy access to trainings

Special features for Mental Health Coaches

- Forum
- Access to GTH Provider database

Support From the CEC's



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Gateway to Hope
WORKPLACE

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SOCIAL MEDIA!**

