



IS THERE A PROBLEM?

In over 30 years of supervising I have observed alcohol use really affects people in different ways. Sometimes I find myself angry because an employee family member abuses alcohol and the abuse seriously hurts others. Then again I know alcohol is used & the environment is pleasant and no one is hurt. How do experts really evaluate when alcohol is a problem?

You are commended for observing carefully and showing an interest in your employee's welfare. Yes, individuals may be impacted differently by alcohol or drug use. Following are five straight-forward questions provided by experts which any individual can self-assess their own use. A yes answer to any one of these questions is an

Virtual Leadership Development Seminars

- October 20
- November 17
- December 1 & 8

Virtual Leadership Orientation Seminars

- November 13
- December 11

CONTACT US TODAY:

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indication that an EAP assessment is in order:

- 1. Are You Using More and More to Get the Same Affect?** One of the hallmarks of addiction is tolerance. This means that you need more of a substance in order to get the same affect.
- 2. Do You Experience Withdrawal Symptoms?** As tolerance goes up, withdrawal symptoms appear. This could include headaches, nausea, and feelings of anxiety, depression or many other symptoms.
- 3. Do You Use More than You Want To?** Having trouble controlling your intake is a clear sign of substance use disorder. This is often accompanied by the illusion that they can control their use of drugs or alcohol.

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars and skill builders are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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4. Is It Impacting Your Life?

Obvious ways that using can impact you include being late to work, fighting with loved ones, or likelihood of breaking the law. Other subtle ways in which drugs or alcohol change your day: looking for your next hit or drink, go out of your way to obtain drugs or alcohol, miss activities due drug or alcohol use.

5. Have You Tried, Unsuccessfully, to Change your Habits?

If you have ever tried, and failed, to cut back on your substance use seek professional help. Continuing to use substances even if one recognizes their negative impact can indicate addiction. Admitting addiction to alcohol or drugs can be terrifying for anyone, but it is the first step!