



American Drug Testing

Drug-Free Workplace Programs

Volume 1

Issue 75

(843) 747-4111

DRUG-FREE WORKPLACE ADVISOR

AN ONGOING SERIES TO PROTECT YOUR COMPANY BY HELPING TO KEEP DRUGS OUT OF YOUR WORKPLACE.

Addiction and Dependence, Part III

(Third of a four-part series)

If an addicted person has enough will power, can he or she stop using alcohol or other drugs?

Most people addicted to alcohol and other drugs cannot simply stop using them, no matter how strong their resolve. Most need one or more courses of structured treatment to reduce or end their dependence on alcohol and/or other drugs.

What is denial?

One of the most disturbing and confusing aspects of addiction is that it is characterized by denial. The user rejects the notion that his or her use is out of control or that it is causing any problems at home or on the job.

There are effective strate-

gies employed by professionals for helping break

“unexplained absences or days off from work, and repeated mistakes.”

through this denial which must be overcome before treatment can take place.

What is enabling?

Any action by another person or an institution that intentionally or unintentionally has the effect of facilitating the continuation of an

individual's addictive process. Examples of enabling behavior include:

Covering up – Providing alibis, making excuses, or doing an impaired co-worker's work rather than allowing it to be known that he or she is not meeting his or her responsibilities.

Rationalizing – Developing reasons why the per-

son's continued use is understandable or acceptable.

Withdrawing – Avoiding contact with the person with the problem.

Blaming – Getting angry at the individual for not trying hard enough to control his or her use.

Controlling – Trying to take responsibility for the person's use by throwing out his or her drugs or cutting off the supply.

Threatening – Saying that you will take action (e.g., turning the person in) if he or she does not control his or her use, but not following through when he or she

poor motivation, slow reaction time, and slowed or slurred speech.

Physical – Chills, the smell of alcohol, sweating, and weight loss.

Can addiction be recognized in the workplace?

Yes. While the aforementioned emotional and physical signs will likely be present, employers and coworkers also should be cognizant of continual missed appointments, excessive and unexplained absences or days off from work, and repeated mistakes.

How can I know if I am at risk for addiction?

Many factors can lead to developing a problem with alcohol and other drugs. Unfortunately, accurate prediction is difficult. There is, however, some evidence that suggests certain behaviors or histories can increase the likelihood of addiction. Part IV: "Who's at Risk?"

Source: US Department of Labor



continues to use.

What are the typical signs of addiction?

Emotional – Aggression, anxiety, burnout, denial, depression, and paranoia.

Behavioral – Excessive talking, impaired coordination, inability to sit still, irritability, lack of energy, limited attention span,

The Drug-Free Workplace Advisor

is published by American Drug Testing, a leading drug-free workplace administrator and testing company. Let us help you maintain a drug-free workplace. Call (843) 747-4111.

© 2006 American Drug Testing



Robert Dodenhoff, President

Distribution List

- _____ HR
- _____ Management
- _____ Office Staff
- _____ Manufacturing
- _____ Transportation
- _____
- _____