

EXPLORING SUBSTANCE USE AND IMPACTS DURING COVID-19 PART 3

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WORK TO WELLNESS

 **BC MUNICIPAL
SAFETY** Association

 **Boreal
Wellness
Centres**



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“**1/2** the people who go to the **emergency** room for **overdose** are **employed**”



WHY IS EVERY WORKER'S SUBSTANCE USE RELEVANT FOR EVERY WORKPLACE?

Problematic substance use can:

- Affect judgment, reactions, decisions, relationships
- Increase absenteeism, illness, injuries and risk to safety

Problematic substance use by a family member can:

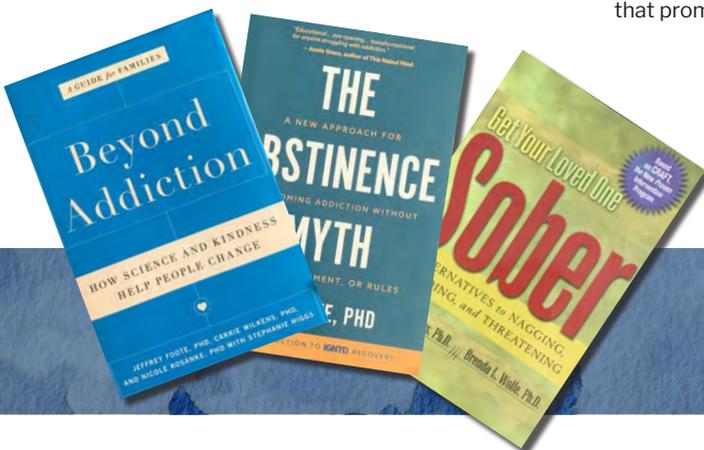
- Create stress and distract from the job at hand
- Affect performance.

WHAT CAN WORKPLACES DO?

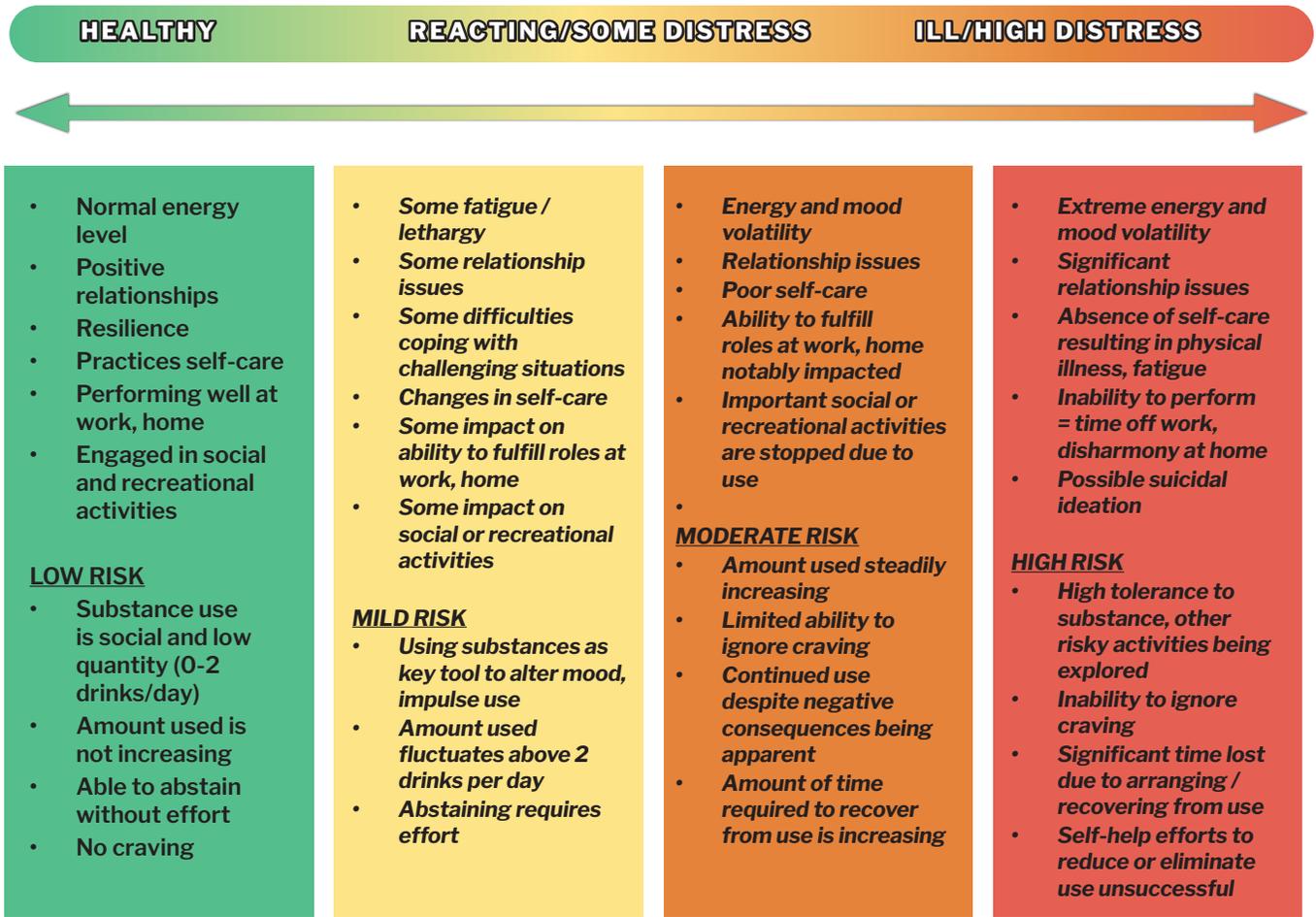
1. Have clear substance use policies, ensure all workers know about them and can enforce them.
2. Support and stay connected to workers who are struggling.
3. Know the risks associated with your industry, specific jobs and workplace culture.
4. Identify and change workplace culture that promotes unhealthy substance use.
5. Reduce risks with workplace wellness initiatives tailored to your organization's need.
6. Reduce stigma through education, talk about it with the right language.
7. Train managers to recognize the signs of substance use and other mental health problems

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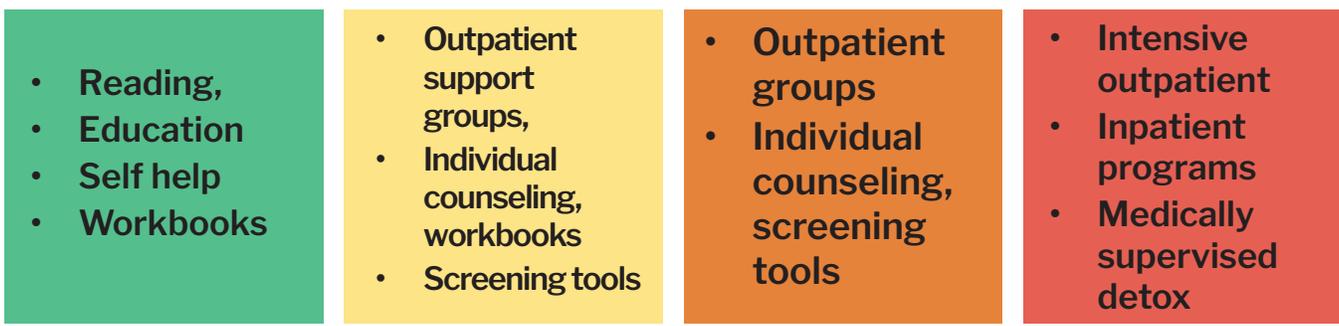
<https://worktowellness.com/workshop/mental-health/>



SUBSTANCE MISUSE SPECTRUM



LEARNING AND SUPPORT OPTIONS



TRY THE CRAFT APPROACH



TRY THIS SCREENING TOOL!

“When substance use poses a safety risk at work, more support and control measures are needed.”

HOW DO I KNOW IF I HAVE A PROBLEM?

How many of these common signs and symptoms of problematic substance/ alcohol use do you have?

- ▶ **You're neglecting your responsibilities** at school, work, or home because of your use.
- ▶ **You're drinking or using drugs under dangerous conditions or taking risks while high**, such as driving while drunk, using dirty needles, or having risky sex.
- ▶ **Your Use Causing problems in your relationships**, such as fights with your partner or family members, an unhappy boss, or the loss of old friends.
- ▶ **You've built up a tolerance.** You need to drink or use more of the drug to experience the same effects you used to attain with smaller amounts.
- ▶ **You've lost control over your use.** You often drink /or use drugs more than you planned, even though you told yourself you wouldn't. You may want to stop, but you feel powerless.
- ▶ **Your life revolves around your use.** You spend a lot of time using and thinking about drinking/using, figuring out how to get them, and recovering from the effects.
- ▶ **You've abandoned activities you used to enjoy**, such as hobbies, sports, and socializing, because of your use.
- ▶ **You continue to drink/use drugs, despite knowing it's hurting you.** It's causing major problems in your life—blackouts, infections, mood swings, depression, paranoia—but you do it anyway.



The Hidden Story Of Addiction

“...not WHY the addiction, but WHY the pain.” Gabor Mate.

What You See

- Problem Drinking
- Substance Misuse
- Social Disconnection
- Lack Of Control



ADDICTION

What You Don't See

- Childhood Trauma
- Mental Health Challenges
- Physical, Emotional and Sexual Abuse
- Poverty
- Depression
- Grief & Loss
- Physical and Emotional Pain

People with substance use problems are **3x** more likely to have **mental illness.**

CAMH



Healing Ideas

- 1 See How to build your support network in Part 1 of this Toolkit Series
- 2 Plan for risky situations
- 3 Be aware of your own warning signs
- 4 Build a schedule and stick to it
- 5 Avoid impulsive actions. Be patient with your recovery process
- 6 Don't keep secrets from people who are key to your recovery
- 7 Balance your life. See Wellness Wheel in Part 1 of this Toolkit Series
- 8 Be aware of the effects of change on self and others
- 9 Be realistic about progress
- 10 Seek counselling/treatment or get involved in a support group

What To Do If You Have A Relapse

A relapse should not be expected but if it does happen, the following can provide some ways to strengthen our recovery and help us **learn from the experience**. Don't let a lapse be an excuse for a relapse.

1 ▶ **WHAT DO YOU KNOW NOW THAT YOU DID NOT KNOW BEFORE?**

2 ▶ **WHAT ARE YOUR TRIGGERS?**

3 ▶ **WHAT WILL YOU DO DIFFERENTLY IN THE FUTURE?**

4 ▶ **HOW DID YOU MANAGE TO STOP DRINKING / DRUGGING?**

5 ▶ **HOW WAS THIS LAPSE / RELAPSE DIFFERENT FROM THE LAST ONE? IN WHAT WAYS ARE YOU STRONGER / WISER?**



DO'S & DON'T

- **Only deal with immediate safety issues with intoxicated persons.**
- **Plan for the right time for your approach.**
- **Separate “the person” from “the behaviour.”**
- **Speak calmly and in our own words. Focus on:**
 - “Our Problem”
 - “Our Family’s Problem,”
 - and not on “Your” Problem.
- **Be open to explore your own issues;(we see others’ flaws more easily than our own) Our actions speak more loudly than our words.**
- **Express concern not just about the drug, but also about other problems the person may be experiencing.**
- **Share your experiences.**
- **Appreciate positive behaviour** -“Thank you for telling me how you feel” or “I enjoyed you coming home sober in time for dinner.”
- **Be genuine:**
- **Cultivate curiosity and listen**
- **Share your experiences**
- **Apologize when you make a mistake**
- **Watch the message in your tone of voice**

- **Do not insist on being “right”. You can, however, maintain your position by agreeing to disagree.**
- **Avoid getting drawn into an argument. It will not be helpful to vent our anger or to use blaming or belittling.**
- **Do not load on the guilt**
- **“How could you do this to me.”**
- **Avoid the trap of “nagging” - set clear consequences and be willing to follow through.**
- **Do not get into a pattern of bailing out the person who is using. (For example, covering debts or making excuses for their absences at work or at school).**

“Say what you mean
– mean what you say
– and don’t be mean
when you say it!”

ADDICTION MYTHS	ADDICTION FACTS
<p>MYTH # 1 <i>Overcoming addiction is a simply a matter of willpower. You can stop using drugs if you really want to.</i></p>	<p>Prolonged drug use changes the brain in ways that make it extremely difficult to quit by sheer force of will. In most cases the brain can heal and return to previous levels of functioning once the person has stopped using.</p>
<p>MYTH # 2 <i>Addiction is a disease; there's nothing you can do about it.</i></p>	<p>Being diagnosed with a substance use disorder doesn't mean you are a helpless victim. The brain changes associated with addiction can be treated and healed through therapy, medication, exercise, mindfulness and other treatments.</p>
<p>MYTH # 3 <i>Addicts have to hit rock bottom before they can get better.</i></p>	<p>Recovery can begin at any point in the addiction process—and the earlier, the better. The longer problematic substance use continues, the stronger the addiction becomes and the harder it is to treat. Don't wait to intervene until a person has lost it all because reaching people early, when their problems are less severe and more treatable, leads to better outcomes.</p>
<p>MYTH # 4 <i>You can't force someone into treatment; they have to want help.</i></p>	<p>Ambivalence (being of two minds) is a natural part of change. Encouraging people to explore the reasons for engaging in a change process AND the reasons why they lack confidence to change can increase motivation to explore the next steps in the change process.</p>
<p>MYTH # 5 <i>Treatment didn't work before, so there's no point trying again.</i></p>	<p>Behavioral change is often incremental meaning it is small steps over a long period of time that often lead to big changes in the ability to cope and improve quality of life. Treat setbacks as learning opportunities, don't be discouraged and get back to your healthy efforts to move forward.</p>

“USE ASSERTIVE COMMUNICATION TO SUPPORT A PERSON WITH CONCERNING SUBSTANCE USE”

“PEOPLE WHO USE SUBSTANCES ARE **MORE VULNERABLE TO HEALTH IMPACTS** OF COVID-19 & THE **HARDSHIPS** OF PHYSICAL DISTANCING”
-CCSA.CA

6. **Discuss process:**
“How was this for you?”

5. **Discuss and agree on graduated consequences:**
These can range from keep the car keys to leave the relationship.

4. **Express the goal:**
“Someone needs to be the designated driver.”

3. **Express the feeling:** “I am afraid you will hurt yourself or someone else....”

2. **State the behaviour:**
“When you drink and drive...”

1. **Focus on your own experience; use “I” statements, not “you” statements.**

“**1IN5**

CANADIANS WHO DRINK ALCOHOL WHO HAVE BEEN STAYING HOME MORE HAVE BEEN DRINKING EVERYDAY SINCE MAY 2020

-CCSA.CA

”

GUIDELINES FOR FAMILIES



IF THE LOVED ONE IS ACTIVELY USING, IT MAY BE HELPFUL TO:

- Learn the facts about addiction.
- Seek support for yourself to help keep a balanced life (research CRAFT)
- Be open to explore your own patterns and behaviour.
- Encourage all family members to seek help and support.
- Allow the loved one to experience the consequences of his / her use.
- Resist enabling.

ENABLING BEHAVIOUR COULD INCLUDE:

- Denying that there is a problem.
- Rationalizing, justifying, 'excuse making' on the person's behalf.
- Taking over the person's responsibilities.
- Protecting the person from experiencing the results of his / her use.
- Drinking or using with the person.
- Putting our own needs on hold to look after someone else's.

FINAL THOUGHTS

- Recovery is an ongoing process. It takes time to heal past hurts.
- Addiction impacts all members of the family.
- All family members may need to learn new skills for problem solving, conflict resolution and communication.
- We need a relapse prevention plan for the family. Plan for post-acute withdrawal symptoms, develop ongoing support systems and use them.
- Remember that all families experience problems.
- Just because problematic substance use has stopped does not mean all difficulties will end.

If all else fails remember:

Protection, connection, honesty!

Loving not judging.

I love you AND your behaviour is obnoxious!



RESOURCES

If you only do one thing get this book:

<https://motivationandchange.com/beyond-addiction/>

EXCELLENT DOCUMENTARY

<https://www.cbc.ca/natureofthings/episodes/wasted>

CRAFT RESOURCES:

<https://cathytaughinbaugh.com/the-craft-approach/>
<https://addictionthenextstep.com/blog/learning-communicate-craft/>
Access a CRAFT therapist:

MIKE MATHERS WELLNESS EVOLVED

<https://about.me/mmathers>

<https://bookbuzzr.com/read/18111/beyond-addiction-how-science-and-kindness-help-people-change>

<https://the20minuteguide.com/>

<http://motivationandchange.com/broken-promises-the-abstinence-violation-effect/>

<http://motivationandchange.com/motivation-myths-truth-change/>

<http://motivationandchange.com/who-needs-to-hit-rock-bottom/>

<http://motivationandchange.com/detach-no-more/>

<http://motivationandchange.com/a-breath-of-fresh-evidence-based-air/>

<http://motivationandchange.com/confrontation-the-biggest-motivation-killer/>

<https://www.macleans.ca/society/health/an-alcoholic-psychotherapists-search-for-an-evidence-based-addiction-treatment/>

<http://www.canada.com/life/the-holidayguide13//personal+therapy+myths+about+addiction+smashed/11617675/story.html>

<https://www.bostonglobe.com/ideas/2015/12/06/the-end-hitting-rock-bottom/nE4SAicv-gaZ9KuIMypd3PL/story.html?event=event25>

<https://www.prevention.com/health/a20438408/bingedrinking-how-to-tell-if-you-have-an-alcohol-problem/>

<https://www.psychologytoday.com/us/blog/leap-power/202008/the-revolutionary-question-ask-people-drug-problems>

‘For men; about men’ Heads Up Guys: <https://headsupguys.org>

WORK PLACE TRAINING

[HTTPS://WORKTOWELLNESS.COM/WORKSHOP/MEN-TAL-HEALTH/](https://worktowellness.com/workshop/men-tal-health/)

