

# Dealing with addiction-prone employees

## Content and goals

Addiction problems in the workplace generate substantial costs. In addition, the psychological burden put on the person concerned and his or her environment is significant. Recognizing and supporting addiction-prone employees is thus an important component of operational health care. But how do you react if an employee is suspected of having an addiction problem? Respond, or look the other way? Or even terminate the work relationship? Understandably, many superiors feel very insecure. This event provides managers and HR professionals with knowledge and competences to deal appropriately with addition problems in the workplace.

## Topics

- Core mechanisms of addictive disorders, including risks and consequences of substance abuse and behavioural addictions.
- What legal framework superiors and HR should know, what obligations they have, but also where the limits of feasibility lie.
- Behavioural signs that indicate potential addiction issues and how the work environment, especially teams and supervisors, can respond appropriately.
- Recommended procedures for supporting employees at risk of addiction or already affected, within the company's capabilities.

## Trainer

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

## Duration

Lunch Session	1 h: Theory
Workshop	2 h: Theory and practice
Training	4 h: Theory, practice and experience

## Target audience

Executives/management