

# THE RULES

## Getting Help ?

1. AFTER ASKED A QUESTION, DISCUSS WITH TEAM & WRITE DOWN ONE ANSWER (30 seconds)
2. CORRECT ANSWER EARN A STRENGTH
3. INCORRECT ANSWER EARN A RISK
4. AVOID RISK ACCUMULATION BY GETTING HELP GAIN A STRENGTH + READ OTHER BENEFITS)
5. AVOID GETTING CAUGHT
6. KEEP A POSITIVE BALANCE OF STRENGTHS VERSUS RISKS

**Getting Caught ?**

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## STEP 6. Preparation-Risks and Strengths Board Game

Explain the rules of the game in the following steps, referring to the overhead

- (1) All teams will be asked a question, the same question. I will show you the question on the overhead. After you are asked a question, discuss the answer with your team and decide on the correct answer by writing it down. Think quickly, you will have 30 seconds.
- (2) Look at your game board, and you will notice there are RED and GREEN spaces. If your team gets the answer correct you will advance your token on the game board to a GREEN Square. Your team will also get a GREEN poker chip. (Hold up chip and say "This is a strength")
- (3) If your team gets the answer incorrect you will advance your token on the game board to a RED Square. Your team will also get a RED poker chip. (Hold up chip and say "This is a risk").
- (4) I will ask one of the teams to read what it says in the space that you landed on.
- (5) You want to AVOID accumulating RED chips or RISKS as much as possible. One way to do so is by GETTING HELP. Take a look at the very top of your Game Board. You will notice that there are several spaces on the board where you have the opportunity to get help (e.g., after Level 3; 6B; 7F). **THERE IS NO PENALTY FOR GETTING HELP.** If you choose to get help, someone on your team will roll ONE DIE and read what the DIE tells you to do at the top of the game board.
- (6) You will note that some RED spaces indicate that you have to go for TESTING or to GETTING CAUGHT. If you GET CAUGHT you will look at the bottom of your game board and roll ONE DIE to determine what action to take regarding GETTING CAUGHT.
- (7) Your objective—as your team answers questions and moves from space to space—is to keep a positive balance of STRENGTHS OVER RISKS. That is, make sure you have more GREEN CHIPS than RED CHIPS. Ultimately, you should have no RED CHIPS by the end of the game.

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# DRUG (& ALCOHOL) TESTING

## DRUG-TESTING

The chance of getting a positive test increases if your group has more risks than strengths!

Count your GREEN CHIPS (STRENGTHS)

Count your RED CHIPS (RISKS)

$$\text{TOTAL RISK} = \text{RISKS} - \text{STRENGTHS}$$

# OF TOTAL RISKS\*

### TYPES OF TEST

#### POST-ACCIDENT

Refer to TESTING chart & Roll Dice. After the test, Get Help if you wish.

#### Random Test

Refer to TESTING chart & Roll Dice. Use current # of risks to determine outcome.

**Reasonable Suspicion:** Workers share speed pills on a late night shift. A supervisor finds out. Refer to TESTING & Roll Dice.

Test for Promotion



Roll Dice to see outcome of testing by using chart



SUM OF DICE	# OF TOTAL RISKS*		
	0	1	2+
2	Possible tampering Gain 1 Risk	Test Positive Alcohol Gain 2 Risks	Test Positive Drugs Gain 4 Risks
3	Test Negative	Test Negative	Test Positive Alcohol Gain 2 Risks
4	Test Negative	Test Negative	Test Negative
5	Test Negative	Test Negative	Test Negative
6	Test Negative	Test Negative	Test Negative
7	Test Negative	Test Negative	Test Negative
8	Test Negative	Test Negative	Test Negative
9	Test Negative	Test Negative	Test Negative
10	Test Negative	Test Negative	Test Negative
11	Test Negative	Test Negative	Employee uses alcohol shortly after accident Gain 1 Risk
12	Test Negative	Test Positive Alcohol Gain 2 Risks	Violation Prescription Drugs Gain 3 Risks

Drug Testing

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## STEP 6. Preparation-Risks and Strengths Board Game (continued)

Note that there are several spaces on the board where a team may be required to go for a drug test. If a team lands on a drug test spot they are required to ROLL TWO DIE and use the chart at the right hand side to determine the outcome of the drug test. The slide above explains how testing works in the context of the Risks & Strengths Game.

(1) **KNOW THE TYPES OF TESTS:** There are four types of tests:

- (1) Post-accident (game space 6B)
- (2) Random Test (game space 7F and 10B)
- (3) Reasonable Suspicion (game space 10D and 11F)
- (4) Test for Promotion (required as the final question after Question 11)

There are also other ways of getting tested (see Getting Caught Die roll 5 and 6 at bottom of board)

(2) **SUBTRACT STRENGTHS FROM RISKS:** The grid at the right shows that a teams' chance of getting a POSITIVE TEST depends on the Total Number of Risks when they get tested. As the board indicates "The chance of getting a positive test increases if your group has more risks than strengths." To determine the # of risks, the team should subtract the number of RED CHIPS from the number of GREEN CHIPS and give to the facilitator all the green and red chips that are subtracted. For example, if a team had 5 green chips and 3 red chips, they would turn in the 3 red chips and 3 green chips and would be left with 2 STRENGTHS (5 - 3 = 2 GREEN CHIPS). Thus, they would have NO or ZERO RISKS left and would roll TWO DIE and look at the result on the right hand chart.

(3) **READ THE RESULTS OF THE DIE TOSS:** As the chart indicates, a team with 0 or ZERO risks can never get a positive test, but a ROLL of "2" (Snake eyes) shows "Possible Tampering" and the team gains an additional risk. With 1 Risk, a team has two chances of getting a positive test (a roll of "2" or "12"). With 2 or more risks, a team can gain a positive test (a roll of "2" "3" "4" "5" or "6").

- (4) Any team that tests positive Twice for drugs is immediately disqualified from the game
- (5) Every team has to roll the die at the very end of the game to test for promotion.

**WINNING!**

**WINNING**

*The team with the most strengths after testing for promotion wins the game*



Winning 21

## STEP 6. Preparation-Risks and Strengths Board Game (continued)

Be sure to indicate that teams should get as many strengths (GREEN CHIPS) as possible.

**SUBTRACTING RISKS (red chips) FROM STRENGTHS (green chips):** There are three places on the game board where you can remind participants to determine their tally of risks versus strengths. These occur at the end of ROUND 1 (level 4 or column 4 on the game board); the end of ROUND 2 (level 8), and at the end of the game (Test for Promotion). Overhead # 29 helps you guide participants in assessing their overall level of risk. For example, if a team ends up on Space 3B, they will have answered 2 questions correctly (2 green chips) and 1 question incorrectly (1 red chip). This means that overall they have no risks and 1 strength because  $2 \text{ green} - 1 \text{ red} = 1 \text{ green}$ . The message here is that STRENGTHS BALANCE OUT RISKS. You can have teams accumulate all risks and strengths to the end of the game or keep balancing them out by turning in the subtracted green or red chips after ROUND 1 and ROUND 2.

**Note.** The “*Risks & Strengths*” game has some built-in flexibility. Please see the appendix for how to customize the game board and include questions of your own.

**ENDING THE GAME.** How you decide to end the game will depend on how much time you have, what the participants want, and how much fun they are having. Generally, the game ends when, after the last question and answer, all teams test for promotion and the final tally of GREEN CHIPS is taken.

**DETERMINE FINAL TALLY:** Ask each team to subtract the STRENGTHS from RISKS. The team with most STRENGTHS wins.

**IN CASE OF TIE:** You have the option of providing participating teams with an extra question to break the tie or you can declare the tying teams as both winners.

**AWARDS/GIFT CERTIFICATES:** We encourage you to provide winning team participants with some sort of award for winning. We have found that participants enjoy a choice of gift certificates from local restaurants, department stores, and movie rental outlets.

# Create a Team Name

## **STEP 6. Preparation-Risks and Strengths Board Game (continued)**

To facilitate team identity and make the game more fun, ask each team to create a creative name for their particular group. Tell them to have fun with this. Write the name on a flip chart. When it is time to call on teams to answer questions you can use their name.



### Question 1

**Correctly classify the following situations as either use, misuse, or dependence.**

1 – An individual drinks a beer with dinner every night after work.

A) Use      B) Misuse      C) Dependence

2 – Upon waking and before going to work each morning, an individual craves and smokes a marijuana cigarette.

A) Use      B) Misuse      C) Dependence

3 – An employee has a few beers at lunch on a Friday afternoon before going back to work.

A) Use      B) Misuse      C) Dependence

### Answer

**The Best Answers are:**

1 – A. Use (Beer is legal and there is no sign of dependence)

2 – C. Dependence (craving each morning upon waking suggests a dependency)

3 – B. Misuse

Question 1

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## Step 7. Actual Play - Risks and Strengths Board Game

**Note about your role.** Your role when facilitating the actual play of the Risks and Strengths game is more like that of a game show host or radio announcer (think "Bob Barker"). You should become very familiar with the sequence:

**question-> answer-> game board-> question-> answer-> game board...**

and speak clearly but quickly.

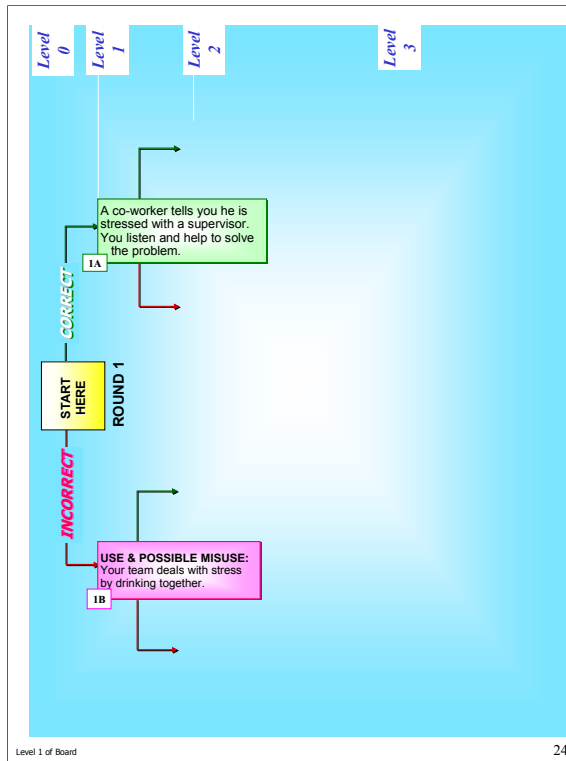
### Notes about set up.

- Make sure you place all slides in sequence.
- Make sure you have your red and green poker chips.
- Prepare to move very quickly from reading the answer to the question to the next slide showing where participant teams move on the board.

### Notes about Play.

1. READ THE QUESTION WHILE HIDING THE ANSWER. After the first question is asked (Slide 23), prepare to ready slide 24.
2. GIVE PARTICIPANT TEAMS 30 SECOND TO DISCUSS ANSWER (Some teams take a little longer but try to keep it less than 45 seconds before answers are given).
3. ONLY AFTER ALL TEAMS ARE READY, HAVE THEM GIVE THEIR ANSWER.
4. SHOW THE ANSWER.
5. PASS ON CHIPS ACCORDING TO WHETHER THE ANSWER IS CORRECT (GREEN) OR INCORRECT (RED).
6. MOVE TO NEXT OVERHEAD.
7. ASK A TEAM THAT RECEIVED THE CORRECT ANSWER TO READ THE GREEN SPACE (1A).. After they read say "that is a strength".
8. ASK A TEAM THAT RECEIVED THE INCORRECT ANSWER TO READ THE RED SPACE (1B). After they read say "that is a risk".
9. PROCEED TO NEXT QUESTION.

**Point for Answer to Slide 23.** Remind participants about information about levels of use in Slide 11.



## Step 7. Actual Play - Risks and Strengths Board Game



### Question 2

**Which of the following is an example of an indicator that a co-worker is misusing alcohol or drugs?**

- A) Constantly missing deadlines (*inefficient*)
- B) Avoiding share of group tasks (*uncooperative*)
- C) Daydreaming a lot (*withdrawn*)
- D) A, B, & C are each indicators that a co-worker is misusing substances
- E) None of the above.

### Answer

#### The Best Answer is E

Though missing deadlines, avoiding tasks, and day-dreaming are all **possible** indicators of substance misuse, **no single sign alone is itself an indicator**. Never judge or label a person as a user or addict. It is not your responsibility to diagnose.

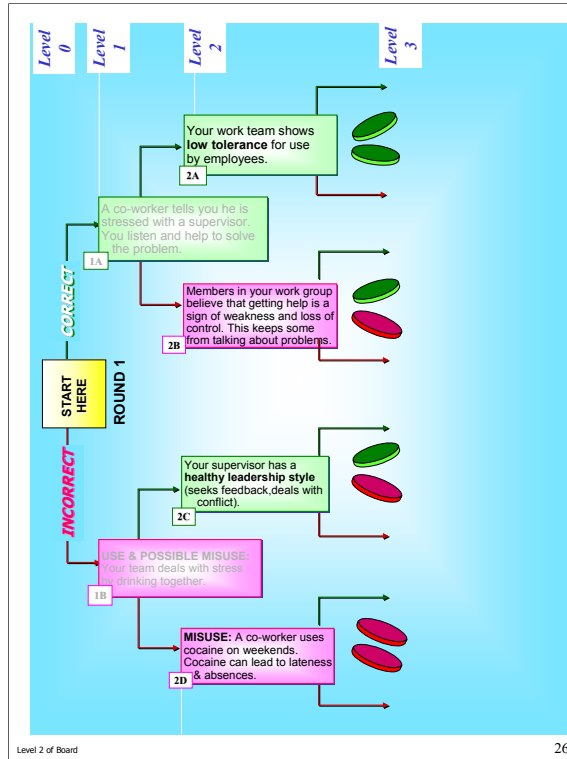
Working with a slack, accident-prone co-worker can be stressful and dangerous to you and your workgroup. For this reason it is the responsibility of your supervisor to document all behaviors such as absences, accidents, etc...

Question 2

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## Step 7. Actual Play - Risks and Strengths Board Game





### Step 7. Actual Play - Risks and Strengths Board Game

At this point, just make sure that teams have the right number of risks and strengths.

Check  
your  
policy



### Question 3

**If an employee has reasonable cause to suspect that a co-worker is under the influence of alcohol or drugs at work, that employee should:**

- A) Accuse the co-worker of being an addict/alcoholic.
- B) Offer the co-worker some coffee to sober him/her up
- C) Ask the co-worker for his/her car keys to prevent them from driving home
- D) Notify the co-worker's supervisor or call the EAP

### Answer

#### The Best Answer is D

Although not always specified by policy, any employee who is aware of a co-worker impaired by drugs or alcohol while at work should notify someone trained to deal with the situation, including the impaired co-worker's supervisor or the EAP.

Accusing the person is not likely to solve the problem and coffee will not counteract the effects of alcohol or drugs. Although taking someone's car key may be appropriate in a social situations (such as a party with friends), the best bet at work is to turn it over to a trained person with the authority to handle the situation.

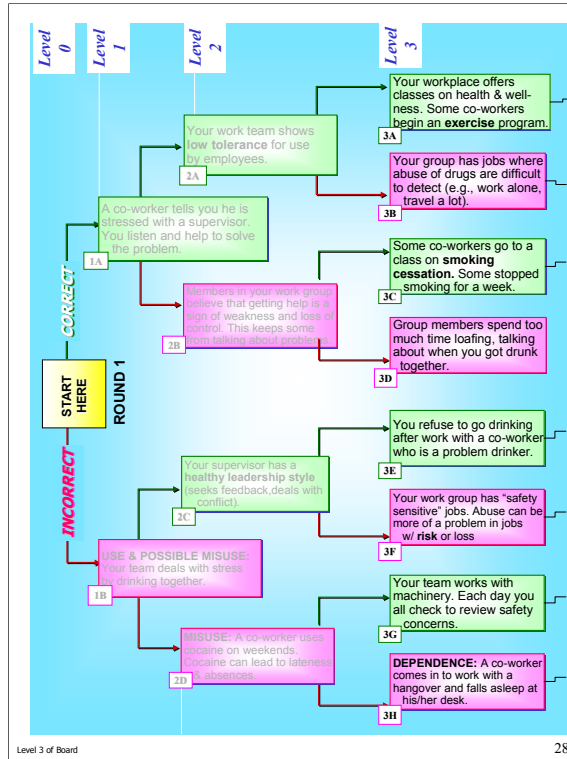
Question 3

27

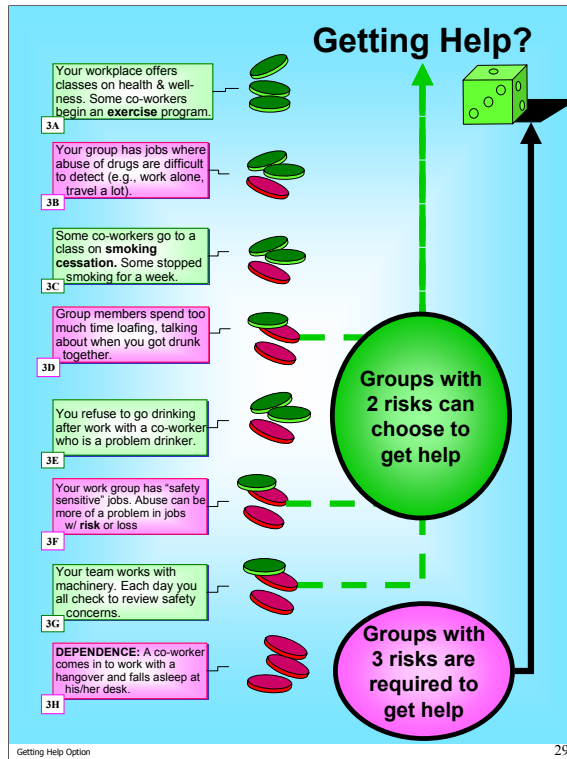
## Step 7. Actual Play - Risks and Strengths Board Game

You will note that the upper left hand corner of this slide indicates "Check your policy." This occurs on several other slides (30,32,36,40,42,44,46). When you see "Check your policy" we recommend, if the worksite has a policy, that you review any part of the policy that might pertain to the answer. Each policy and workplace is different. We recommend that you use questions that require some checking with policy because this gives participants more detailed knowledge about issues at their worksite or that pertain to their specific jobs. We also recommend that you develop your own questions (see appendix for suggestions).

**Point for Answer to Slide 27.** For Question 3, it will always be true that "D" is the correct answer. However, it helps to re-emphasize the point by reading directly from policy.



## Step 7. Actual Play - Risks and Strengths Board Game



### Step 7. Actual Play - Risks and Strengths Board Game

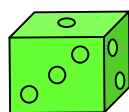
At this point in the game (end of ROUND 1) teams that have two risks (2 red chips) can choose to get help. Groups with 3 risks are required to get help.

>> **SAY:** THERE IS NO PENALTY (e.g., loss of turn) for getting help. In fact, your willingness to get help is a strength.

>> **ASK:** Who would like to get help? (If a team shows willingness ask the other teams to give them a round of applause).

>> **SAY:** In order to get help all you have to do is have one member of your team roll ONE DIE. The result of your getting help is shown on the top of the game board. For example, if you roll a 3 you discover that there are several alternatives to getting help and—as a result—gain a strength and lose a risk.

If more than one team gets help, make sure you go around the room one team at a time and ask them to roll one die and announce the result to the other teams.



# Getting Help ?

<b>1</b>	Aware of problems but too much resistance to getting help	<b>2</b>	Many co-workers support idea of getting help <b>Gain 1</b> ■	<b>3</b>	Find alternatives for help (e.g., AA, EAP, religious) <b>Lose 1</b> ■	<b>4</b>	Read/Listen to self-help book or tape <b>Gain 1</b> ■ <b>Lose 1</b> ■	<b>5</b>	Go to EAP or counselor <b>Gain 2</b> ■■	<b>6</b>	As a result of counseling and self-help, you have good health! <b>Lose 2</b> ■■
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Check  
your  
policy



#### Question 4

**As part of the employee benefits package, employees are entitled to**

- A) One free counseling session (consultation) with an Employee Assistance Professional
- B) Five free counseling sessions with an Employee Assistance Professional
- C) Five counseling sessions with an Employee Assistance Professional at 20 percent of the cost
- D) General free consultation with the EAP for employee and family members

#### Answer

**The Best Answer is ??**

There is no specified limit to EAP services. However, most problems are handled through referral to an appropriate community or mental health resource in a few sessions.

- Call XXX-XXXX between 8 a.m. and 5 p.m. weekdays
- Schedule an appointment with the EAP coordinator
- A voice-mail message may be left after 5 p.m. and weekends

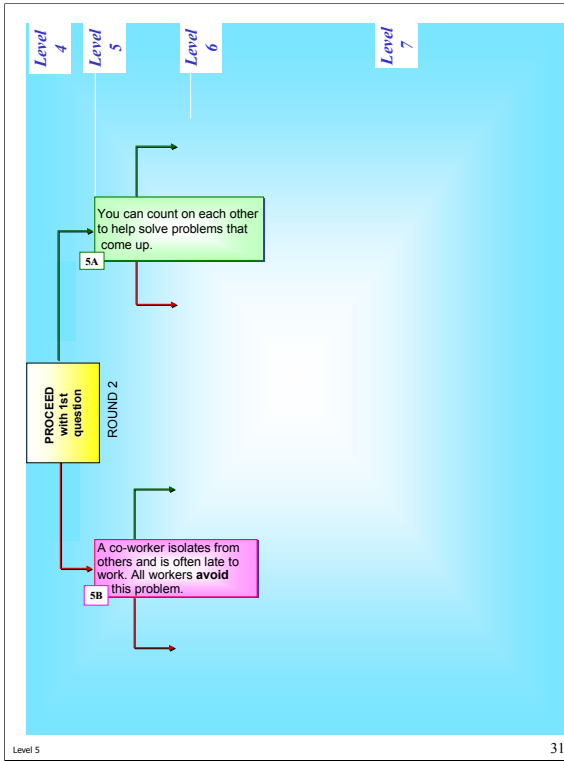
Question 4

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### Step 7. Actual Play - Risks and Strengths Board Game

Check your policy to determine the correct answer and to provide (review) information that will be helpful to participants.

**Point for Answer to Slide 30.** It is very important to include a question that asks about EAP availability. Even though participants may have learned about the EAP before, it helps to see and hear the information through different channels and styles. Since a big part of this game is about "Getting Help," this question also has a context in terms of sharing information within the team when they discuss the answer.





### Question 5

**When must drug- or alcohol- testing be done following an accident involving an employee driving a personal vehicle on business (post-accident testing)?**

- A) Any accident involving a fatality
- B) Any accident for a traffic violation citation
- C) When there is medical attention away from scene
- D) All of the above
- E) All of the above except B

### Answer

**The correct answer is D**

Criteria for Post-Accident Testing reads:

***"Any accident in which a person is transported for medical attention."***

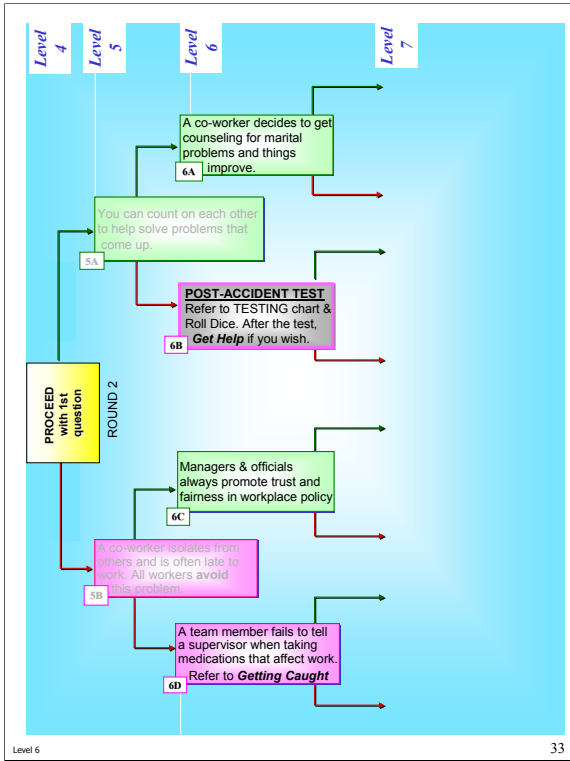
In addition to A) fatality and B) citations, post-accident testing is required when:

- 1) there is no reasonable explanation for the accident
- 2) Your worksite's EAP deems it appropriate
- 3) there is damage and/or injury arising out of the operation of a commercial vehicle (here, other non-injured employees may be tested)

## Step 7. Actual Play - Risks and Strengths Board Game

Check your policy to determine the correct answer and to provide (review) information that will be helpful to participants.

**Point for Answer to Slide 32.** This is an important question to ask if there are any participants who fall under Department of Transportation regulations, which requires testing following an accident. ***If you do not have safety sensitive positions or DOT related positions you may consider a substitute question.***







### Question 6

Many employees are aware of co-workers who use alcohol or drugs at work. What is your estimate of the percent of employees surveyed (in several studies) who are aware of or affected by co-worker use?

- A) 1% to 5%
- B) 6% to 10%
- C) 11% to 35%
- D) 36% to 65%

### Answer

#### The Best Answer is C

Depending on the survey, roughly 10 to 35% of those asked are aware of co-worker drug use.

Study 1(1,800 in a national survey): 10.4% report at least one co-worker is a drug user

Study 2(1,000 in a national survey): In 1995, 35% indicated seeing or hearing any illicit on-the-job drug use by your co-workers. This was an increase from 24% in 1989.

Study 3 (2,000 municipal workers): As many as 40% report at least one negative consequence associate with co-worker use of alcohol or drugs.

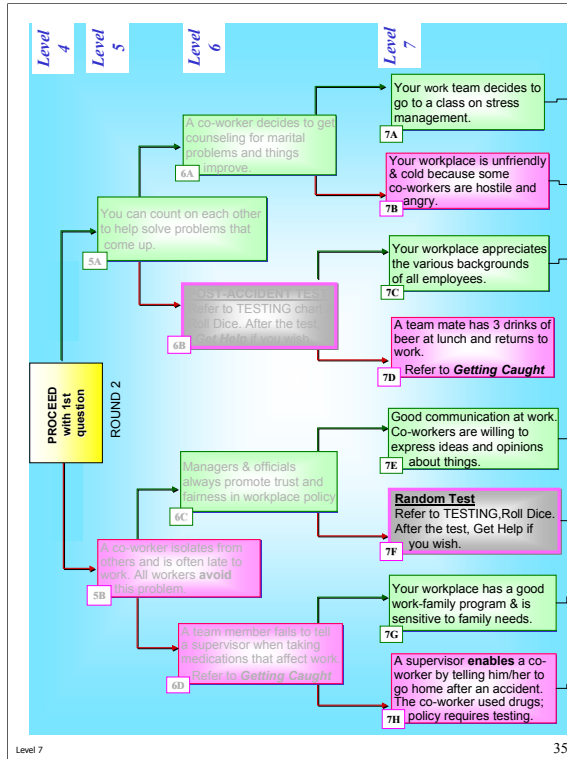
1-(Roman & Blum, 1995). 2 Institute for a Drug-Free Workplace (D.C./Gallup, 1997). 3-Bennett & Lehman (1988).

Question 6

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## Step 7. Actual Play - Risks and Strengths Board Game

**Point for Answer to Slide 34.** This slide can be used to refer back to the purpose and goals of the training. You may want to re-iterate here that the purpose of the training is to “enhance team communication to help reduce any risks related to substance abuse.” This research suggested the need for this kind of training.



Check  
your  
policy



### Question 7

**In which of the following conditions can an employee with a substance use problem avoid getting disciplined?**

- A) If the employee voluntarily self-refers to the EAP without telling a supervisor**
- B) If the employee voluntarily informs their supervisor, asks for assistance, and goes to the EAP**
- C) If the employee voluntarily informs Human Resources and asks for assistance**
- D) Both B and C**
- E) All of the Above**

### Answer

#### **The Best Answer is D**

It is always better to get help and try to resolve the problem than waiting and getting caught.

A is correct because policy and performance is the primary factor in disciplinary action.

C is also correct because employees who self-refer or get help are taking an interest in improving and, as a result, may improve performance before disciplinary action is required. Also, a supervisor MAY be lenient once they know that an employee is working on their issues.

Question 7

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## **Step 7. Actual Play - Risks and Strengths Board Game**

Check your policy to determine the correct answer and to provide (review) information that will be helpful to participants.

**Point for Answer to Slide 32.** This is an important question to ask because it gets into the details of self-referral and plays up the importance of voluntary self-referral as the easiest route to getting help. ***If you do not have an EAP or disciplinary policy you may consider a substitute question.***

Level 8      Level 9      Level 10      Level 11

9A  
Your go to a workshop given by Employee Benefits on how to deal with alcohol use in the family.

• If you have risks, you may choose to Get Help to try & reduce risks and/or increase strengths.  
ROUND 3

9B  
You smell marijuana at work and see a co-worker hide something quickly. This may be reasonable cause but you do nothing.



### Question 8

#### True or False

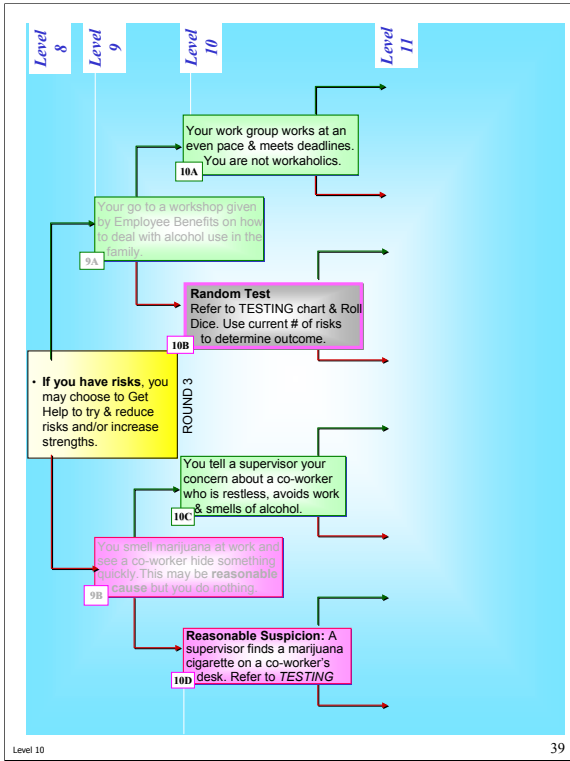
Prescription drugs can be more dangerous than illicit drugs

#### Answer

#### The Best Answer is True

Prescription drugs should only be taken according to your physician's direction. When you use prescription drugs that were not prescribed for you, or in ways that your physician did not prescribe, they can be dangerous and harmful to your health. Some prescription drugs, even when taken according to physician's directions, can affect your alertness and performance on the job. So it is important that you also pay attention to any warnings which come with a prescription.

## Step 7. Actual Play - Risks and Strengths Board Game



Check  
your  
policy



### Question 9

#### True or False

Providers of Employee Assistance Programs may help supervisors conduct a constructive or supportive confrontation with employees who are suspected as misusing or abusing drugs or alcohol.

### Answer

#### The Best Answer is True

Most EAP programs serve as consultants for supervisors to help them properly stage a discussion with an employee to encourage that employee to get help. Supervisors often have the option of having the EAP attend this constructive confrontation session. Sometimes a supervisor may be the one person who an employee can listen to or trust to help them.

In your workplace, EAP receives approximately (##) supervisory calls a year asking for help in their assisting an employee.

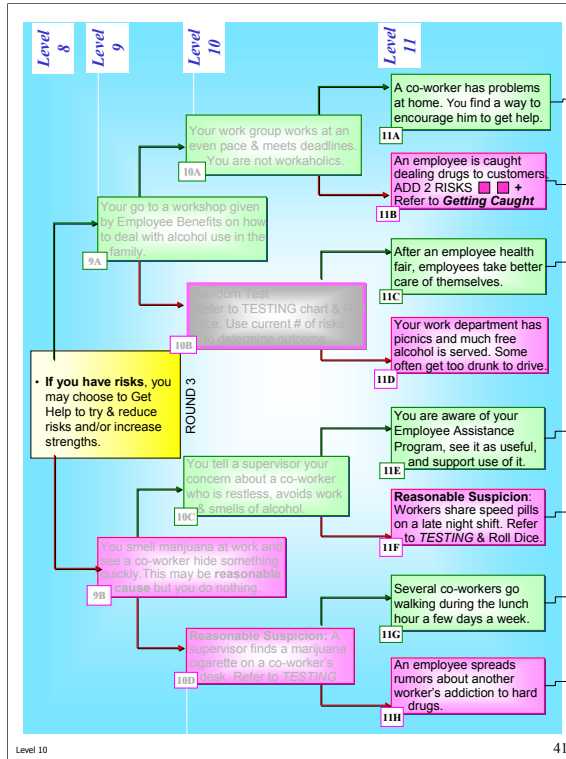
Question 9

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## Step 7. Actual Play - Risks and Strengths Board Game

As worded, the statement is true. However, you should check your policy to determine the exact nature of the relationship between EAP and supervision.

**Point for Answer to Slide 32.** If you have an EAP and can get the data, it helps to show how many times your EAP receives call from supervisors asking for support.





Check  
your  
policy



### Question 10

#### True or False?

Using alcohol 4 hours prior to performing safety-sensitive functions could result in termination.

#### Answer

**TRUE**

This is an aspect of policy which sends a message about the carry-over effects of alcohol use. Alcohol and drugs continue to impair the body for periods of time after use. Depending, of course, on how much you drink, it is possible that alcohol could still be in your system and affect your performance 4 hours or more after drinking. The following chart estimates the time (in hours) that it would take for alcohol to **be fully metabolized** in people with different weights.

Drinks	Weight		
	120 lbs	140 lbs	160 lbs
1	2.6	2.2	1.9
2	5.2	4.5	3.9
3	7.8	6.7	5.8
4	10.4	9	7.8
5	13	11.1	9.8
6	15.6	13.5	11.7

Question 10 (ALTERNATIVE)

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## Step 7. Actual Play - Risks and Strengths Board Game

Check your policy to determine the correct answer and to provide (review) information that will be helpful to participants.

**Point for Answer to Slide 32.** This is an important question to ask if there are any participants who fall under Department of Transportation regulations, which restricts alcohol use. ***If you do not have safety sensitive positions or DOT related positions you may consider a substitute question.***



### Question 11

#### True or False

**Drug abuse is primarily a problem among the unemployed.**

#### Answer

##### The Best Answer is False

There are many misconceptions about substance abuse:

About 90% of alcoholics and 70% of illicit drug users are employed full-time. Among 18 to 34 year olds, about 20% of illegal drug users work in professional and financial jobs.

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.

Check  
your  
policy



## Question 12

### True or False

DOT employees may not consume any alcohol from any source within eight hours prior to reporting for duty.

### Answer

#### The Best Answer is False

Policy indicates that DOT positions may not consume alcohol within **four hours** of reporting for duty.

Policy does not specifically say when you cannot have alcohol if you are NON-DOT.

HOWEVER, a **violation** occurs if Breath Alcohol Concentration confirms at **0.04 or greater**. This applies to all employees. Between 0.02 and 0.04 does not constitute a violation under policy. However, all employees will be referred to EAP before being allowed to return to work.

Question 12 (ALTERNATIVE)

44

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 13

**Which of the following treatments is the most effective for people who are trying to stop smoking or using nicotine?**

- A) Individual or group counseling**
- B) Nicotine replacement (use of patch or gum)**
- C) Acupuncture**
- D) Both A and B together**
- E) Both B and C together**

### Answer

**The Best Answer is D**

A review of about 56 research articles concluded that smokers were more likely to stop or cut down:

- 1) more with counseling than with self-help material.
- 2) when given skills in problem-solving and coping with events that lead to relapse.
- 3) when counseling and nicotine replacement were used together

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 14

#### True or False?

**Policy indicates that it is generally permissible to take prescription or over-the-counter medication while at work.**

### Answer

#### The Best Answer is False

Some prescription medications as well as various over-the-counter medications (e.g., allergy, cough suppressants) cause drowsiness and poor motor control. These are risk factors.

Policy (5.1-c) states that the use of prescription or over-the-counter medication IS PROHIBITED unless three requirements are met:

- 1) The medicine has been prescribed (licensed physician)
- 2) The medicine is taken as prescribed
- 3) The use of the medicine has been reported to the Department/Division Manager (or designee) when the use of such drug may affect the employee's ability to perform assigned duties.

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 15

Based on the known research, what do we know about the effectiveness of drug testing?

- A) Employees who report drug use are more likely to avoid companies that test
- B) Companies that combine testing with education report positive test rates lower than those that rely on testing alone
- C) Testing may be effective as a way of getting employees into and benefiting from treatment
- D) All of the above

### Answer

**Answer is D – REFERENCES BELOW**

SAMHSA (Substance Abuse and Mental Health Services Administration) (1999). Worker drug use and workplace policies and programs: Results from the National Household Survey on Drug Abuse (NHSDA). [WWW document] [URL <http://www.samhsa.gov/link990908.htm>] [accessed September 9, 1999].

American Management Association (2000). Workplace testing: Medical testing (2000 AMA Survey and previous surveys). [online] [http://www.amanet.org/research/pdfs/medic2\\_0.pdf](http://www.amanet.org/research/pdfs/medic2_0.pdf) [accessed October 1, 2000].

Lawental, E., McLellan, A. T., Grissom, G. R., Brill, P., & O'Brien, C. (1996) Coerced treatment for substance abuse problems detected through workplace urine surveillance: Is it effective? Journal of Substance Abuse, 8, 115-128.

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 16

Managers/Supervisors report various barriers to the effective management of alcohol problems in the workplace. Which of the following is the most frequently cited barrier.

- A) New “team management” leaves no one in charge
- B) Managers pay a price for confronting workers
- C) Managers don’t receive enough training in how to confront problems
- D) Company is tough on illicit drugs, soft on alcohol

### Answer

#### THE BEST ANSWER IS C

Here are the results from a survey of 7000 supervisors across 114 worksites:

- Not enough training (80% reported)
- Company is tough on illicit drugs, soft on alcohol (58%)
- Managers pay a price for confronting workers with problems (49%)
- New “team management” leaves no one in charge (37%)

From Bell, S. N., Mangione, T. W., Howland, J., Levine, S., & Amick, B., III. (1996). Worksite barriers to the effective management of alcohol problems. *Journal of Occupational and Environmental Medicine*, 38, 1213-1219.

Question 16 (ALTERNATIVE)

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## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 17

A growing body of evidence shows that BRIEF INTERVENTIONS can help adults reduce alcohol intake. These programs often take four or fewer sessions lasting a few minutes to an hour. A review of 32 studies reported that the average positive change observed for intervention groups was about:

- A) 5% reduction in alcohol use
- B) 15% reduction
- C) 25% reduction
- D) 40% reduction

### Answer

THE BEST ANSWER IS C

Correct answer is C 27%

The reference is  
Bien, T. H., Miller, W.R., Tonigfan, J. S. (1993) *Addiction*  
88(3): 315-336.

Also see NIAA Alcohol Alert No. 43, April 1999

<http://silk.nih.gov/silk/niaaa1/publication/aa43.htm>

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.





### Question 18

According to the Drug Free Workplace Act of 1998, what percent of workplace accidents are drug related?

- A) 17%
- B) 25%
- C) 34%
- D) 47%

### Answer

#### THE BEST ANSWER IS D

Drug-Free Workplace Act

SEC. 111. SHORT TITLE.

This subtitle may be cited as the "Drug-Free Workplace Act of 1998".

SEC. 112. FINDINGS; PURPOSES.

(a) Findings.-Congress finds that-

- (1) 74 percent of adults who use illegal drugs are employed;
  - (2) small business concerns employ over 50 percent of the Nation's workforce;
  - (3) in more than 88 percent of families with children under the age of 18, at least 1 parent is employed; and
  - (4) employees who use and abuse addictive illegal drugs and alcohol increase costs for businesses and risk the health and safety of all employees because-
- (A) absenteeism is 66 percent higher among drug users than individuals who do not use drugs;
- (B) health benefit utilization is 300 percent higher among drug users than individuals who do not use drugs;
- (C) 47 percent of workplace accidents are drug-related;**
- (D) disciplinary actions are 90 percent higher among drug users than among individuals who do not use drugs; and
- (E) employee turnover is significantly higher among drug users than among individuals who do not use drugs.

(from <http://www.sba.gov/news/drugfree/dfwpact.htm>)

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.



### Question 19

According to one study, which of the following factors is most closely associated with whether an individual is a problem drinker

- A) Work stress
- B) Whether coworkers drink and how often
- C) Lack of a strong and enforced policy
- D) Feeling alone and alienated at work

### Answer

**THE BEST ANSWER IS B**

From Bacharach, Bamberger, Sonnenstuhl (in press).  
DRIVEN TO DRINK: MANAGERIAL CONTROL, WORK-RELATED RISK  
FACTORS AND EMPLOYEE DRINKING BEHAVIOR. Academy of Management Journal,

## Step 7. Actual Play - Risks and Strengths Board Game

Substitute question.

