

Reducing Stigma and Tolerance and Increasing Responsiveness

Module 3 of Team Awareness Training for Substance Abuse Prevention



The Workplace Project

**Institute of Behavioral Research
Texas Christian University
Fort Worth, Texas, 76129**

www.ibr.tcu.edu

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For more information, please contact:

Institute of Behavioral Research

Texas Christian University

P.O. Box 298740

Fort Worth, TX, 76129

(817) 257-7226

(817) 257-7290 (FAX)

Email: ibr@tcu.edu

Web site: www.ibr.tcu.edu

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Understanding Tolerance

PURPOSE OF SESSION

Recognize and reduce risky levels of tolerance...

By identifying both personal & group levels of tolerance...

And generating alternative responses to problem coworkers.



Definition

1: capacity to endure pain or hardship:

ENDURANCE, FORTITUDE, STAMINA

2: sympathy or indulgence for beliefs or practices differing from or conflicting with one's own

What do you tolerate?

What don't you tolerate?



GROUP TOLERANCE

Highly
Tolerable

Highly
Intolerable

1 2 3 4 5 6 7 8 9 10

1. A co-worker comes to work late several days in a row in the past few weeks, and explains that he/she has problems at home.

1 2 3 4 5 6 7 8 9 10

2. A co-worker comes to work late with a hangover on Monday mornings for the past month.

1 2 3 4 5 6 7 8 9 10

3. A co-worker has a drink or two of alcohol at lunch while meeting with someone on city business.

1 2 3 4 5 6 7 8 9 10

GROUP TOLERANCE

Highly
Tolerable

Highly
Intolerable

1 2 3 4 5 6 7 8 9 10

4. A co-worker often smokes marijuana away from work on the weekends. This person works with heavy machinery when at work.

1 2 3 4 5 6 7 8 9 10

5. A group of hard-working employees get together for a few beers on a regular basis after work. Sometimes they drink so much they get drunk & have to get rides home.

1 2 3 4 5 6 7 8 9 10

6. A very efficient and productive co-worker has recently become withdrawn and isolates him or herself. This person sometimes talks about trying to kick a cocaine habit.

1 2 3 4 5 6 7 8 9 10

Levels of



Tolerance

Organization

policy

Formally “looks good” - just to comply, but informally tolerated

Group

social
climate

Bonding, leisure, stress relief

Personal

attitude “put up with... no big deal”

EXAMPLES OF TOLERANCE

Organizational? Group? or Individual?

Group members spend too much time at work doing nothing, loafing, talking about when you got drunk together.

Every time your work department has picnics or parties, much free alcohol is served. Every time, employees are too drunk to drive.

A co-worker isolates from others, becomes hostile when stressed & is often late to work. All workers avoid doing anything about this.

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

Supervisor looks the other way
Lose Turn Only

A supervisor enables a co-worker by telling him/her to go home after an accident. The co-worker used drugs; policy requires testing.

	0	1	2	3+
2	Do not go to test on time Lose turn	You refuse to be tested Lose turn	Test Positive Back 2 levels	Test Positive Back 2 levels
3	Test Negative	Evidence of tampering Lose turn	Test Positive Back 2 levels	Test Positive Back 2 levels
4	Test Negative	Test Negative	Test Positive Back 2 levels	Test Positive Back 2 levels
5	Test Negative	Test Negative	Supervisor Confronts Lose turn	Test Positive Back 2 levels
6	Test Negative	Test Negative	Test Negative	Test Positive Back 2 levels
7	Test Negative	Test Negative	Test Negative	Test Negative
8	Test Negative	Test Negative	Supervisor Confronts Lose turn	Test Positive Back 2 level
9	Test Negative	Test Negative	Supervisor Confronts Lose turn	Test Positive Back 2 level

Test for Promotion

* Whenever you are tested, you lose one risk after testing.
TWO POSITIVE TESTS
Receiving two positive drug-tests result in immediate loss and dismissal from game.

Level 5 Immediately

If wrong go to Level 4 as normal. If right go to Level 5.

3 RISKS! Refer to Testing Chart & Roll Dice

CORRECT

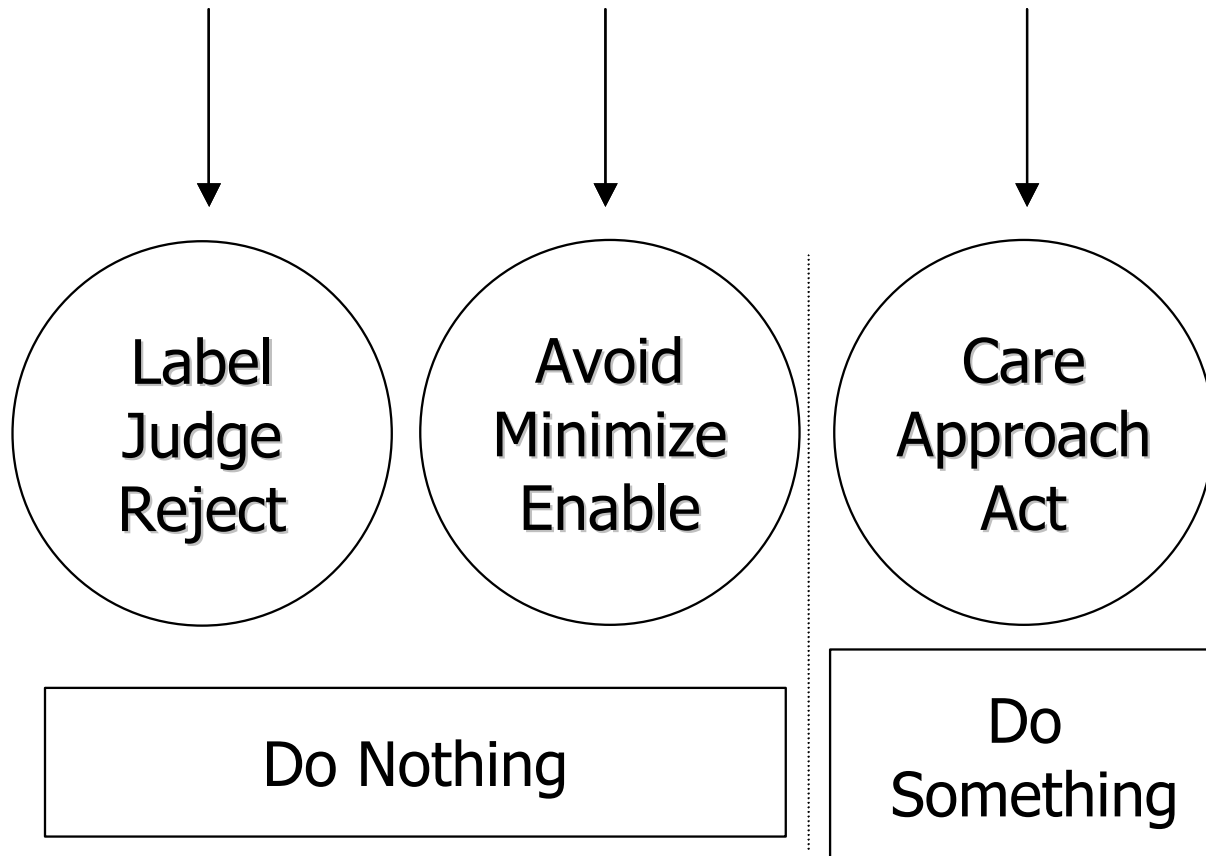
START ? HERE ?
ROUND 1

PROCEED with 1st question
ROUND 2

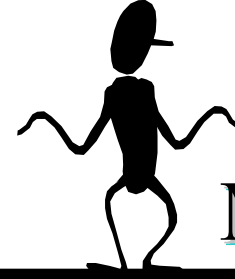
DRUG-TESTING OF RISKS*

Stigma - Tolerate - Respond

Stigma - Tolerate - Respond

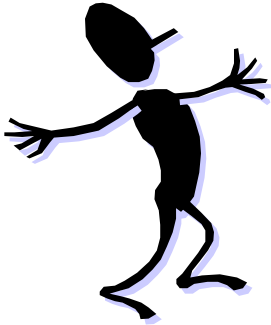


Some Faces of Tolerance



Minimize

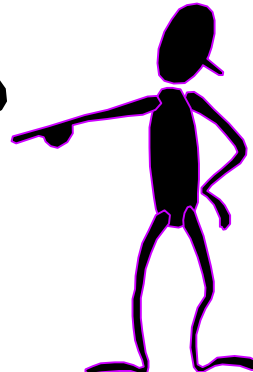
Accept



Enable



Stigmatize
(Shun)



Ignore



TOLERANCE

Causes

Consequences

*“I am not my brother’s keeper”
(apathy)*

*“Nothing is ever done about
it anyway”
(learned helplessness)*

*“They are just under stress...”
(excuses)*

No one takes responsibility

Perception that policy is
inconsistent (may be real)



Enhanced Risk

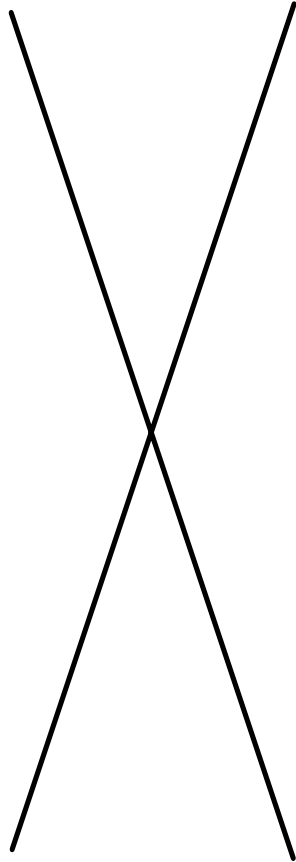
**Lack of Group
Responsiveness**

Potential harm

Teaches, models, or socializes
others (newcomers)

Undermines authority

**Do
Nothing?**



Do something!



Sometimes we tolerate problems because "dealing with it" may seem more stressful than not dealing with it

