

A grayscale background image showing a hand holding a glass of amber-colored liquid, likely alcohol. The hand is positioned on the left, with fingers spread, and the glass is on the right. The entire image has a dark, moody tone.

ALCOHOL *Awareness* PROGRAM



In addition to delivering solutions that help to minimize the negative effects of alcohol and substance misuse in the workplace, this program seeks to explore the reasons individuals turn to alcohol for relief and use this in excess.

Alcohol not only affects the individual. It impacts the organization as a whole. Excessive consumption can cause alcohol-induced impairment, thus negatively impacting

- health metrics such as blood pressure and organ health; as well as impairing the cognitive function
- organizational KPI metrics such as morale, productivity, workplace culture, employee safety, absenteeism, and presenteeism.

Dealing with this on an individual and organizational level helps to

- assist the individual going through the issue
- prevent other individuals from succumbing to this problem
- put structures in place that enable managers and employees to provide support or better deal with colleagues suffering from this issue.

This program seeks to address the causes of alcohol abuse in the workplace and provide tailored solutions to mitigate risks and reduce susceptibility to this issue. The aim is to

- support individuals in identifying unsustainable behaviors
- provide individuals with tools for improved self-management
- educate managers and employees with the skills to effectively deal with colleagues going through personal problems.



WHAT CAUSES ALCOHOLISM & SUBSTANCE MISUSE IN THE WORKPLACE?

This is an extremely broad question, covered in multiple studies.

A brief overview of the causes is as follows:

- Drinking is used as a way to cope with increased stress and higher workloads according to a [UK Government Report](#). Some [statistics](#) show that individuals with higher incomes are more likely to be consumers of alcohol. This may not necessarily suggest addiction but may reflect an element of stress that needs to be addressed.
- A culture of normalizing alcohol consumption in a work environment can nurture or exacerbate a drinking habit - a culture often witnessed in informal social gatherings i.e., lunchtime drinks; drinking to celebrate winning or completing a big project; drinks after work which sometimes leads to binge drinking resulting in hangovers; or (in some cases) free beer available on tap.
- Personal conflict and issues
- Toxic work cultures - bullying colleagues/managers can lead to alcohol being used as a tool to suppress emotions of anger and resentment.
- Loneliness and isolation - especially in the construction and transportation industry, where workers are often away from their family/support network.

These reasons suggest that excessive alcohol consumption and substance misuse stem from stress, pressure, poor mental health, and ineffective coping mechanisms. Environmental/social influences also play a role in alcohol abuse and substance misuse.



Alcohol and substances are increasingly used by individuals as a means to cope with stress and to suppress the burden of daily life.

Providing resilience-based mental health training can help individuals nurture the skills needed to effectively deal with stress and pressure. Your program should be holistic; so in addition to mental health training, include physical health aspects such as Fitness Workouts and Nutrition Sessions. Taking care of one's self increases the feeling of self-worth and self-respect.

Finally, provide managers and colleagues with the training needed to

- support colleagues going through this issue, or
- create change in policy where needed.

This program includes:

- Alcohol Awareness Presentations
- Mental Health & Resilience Training
- Managerial & Workplace Culture Training
- Nutrition Initiatives
- Fitness Sessions

This is a holistic wellbeing program, and is not intended to be taken as, or replace medical advice. For personal issues concerning health, participants are advised to conduct their personal research before making lifestyle changes, or seek the services of their chosen health professional.



ALCOHOL AWARENESS PRESENTATIONS

A series of presentations that increase awareness of how alcohol can impact the physiological and psychological function.

Alcohol & Mental Health

Alcohol & Sleep Health

Tackling Addiction In Daily Life

Liver Health Presentation

focus on the impact of excessive alcohol consumption on the liver function.

Kidney Health Presentation

focus on the impact of excessive alcohol consumption on the kidney function.

MANAGING DRUG & ALCOHOL ABUSE AT WORK

A series of training that serves to equip managers and employees with tools to deal with employees going through alcohol and substance addiction at work.

Alcohol Awareness In The Workplace

Substance Abuse Awareness



MENTAL HEALTH & RESILIENCE TRAINING

A series of training that targets the main work and life stressors and provides resilience and personal effectiveness tips for improved handling of these triggers.

Personal Resilience & Self Care

Management Wellbeing Program - 5 week series

Centring: Managing stress and anxiety with the body

Heart-based Techniques for Emotional Regulation and Stress Relief

Journaling Techniques For Mental Health

Coping With Loneliness & Isolation

An Introduction to Authentic Relating

Setting Boundaries for A Better Work/Life Balance

Dealing With Overwhelming Workloads

Dealing With Difficult Clients & Customers

Cognitive Restructuring

Creating Affirmations for a More Positive Mind

Burnout Prevention

Mindfulness Based Stress Reduction - Introduction

Managing Mental Health In Uncertain Times

Mental Fitness Practice



MANAGERIAL & WORKPLACE CULTURE TRAINING

A series of training that shares skills for improved management of direct reports, and increases self awareness. A toxic workplace and sometimes bad management can lead to employees using alcohol as a coping mechanism.

Manager's Impact on Employee Wellbeing

Emotional Intelligence

Managing Conflict At Work

Improving Manager & Employee Relations

Managing Difficult Employees

Mindfulness Practices For Managers

NUTRITION & PHYSICAL WELLBEING SESSIONS

Healthy Eating Lifestyle

Foods & Moods Presentation

Hydration Presentation

FITNESS

Exercise is a great way to detox the body and boost the cognitive function.

View our collection of [Fitness Classes & Workouts.](#)



Deliver training for managers and employees for awareness building, and to equip them with essential skills for managing these issues.

A holistic wellbeing program can help employees live healthier lives. Having one in place can help mitigate the psychological risk factors that cause alcohol addiction and substance misuse.

Loneliness and isolation - in the case of construction workers or lorry drivers - may be a trigger for alcohol and substances dependency - used as coping mechanisms.

Psychological wellbeing training and other personal effectiveness skills training, can provide useful coping strategies, improve self-management and build up resilience.

A toxic work culture - bad managers, bullying colleagues, overly ambitious targets, increased workloads - can also be a trigger that causes alcohol to be used as a coping mechanism. Enhancing skills, or reviewing organizational policy can help reduce the pressure.

A fitness program can also improve self-worth and nurture self-discipline, thus reducing susceptibility to addiction.

Consistency in provision can develop long-term behavior and culture change.

Providing initiatives on a daily/weekly basis can help embed wellbeing into organizational culture.