Team Awareness: Drugs in the Workplace (Original Version)

TARGET AUDIENCE
This program is for employees and supervisors in work settings.

SUMMARY
Team Awareness: Drugs in the Workplace, a worksite intervention, is designed to improve the well-being of the social network; increase communication among workers; reduce risks associated with substance abuse; improve knowledge of and attitudes about resources, such as Employee Assistance Programs (EAPs); and promote colleague referral to resources.

EVIDENCE
An internal randomized trial found that Team Awareness participants, compared to an informational training group and a no-intervention control group, reported significantly fewer hangovers at or affecting work, a reduction in stigmatizing substance users, a reduction in co-worker enabling (e.g., covering for someone), and an increase in co-worker responsiveness (e.g., encouraging a co-worker with a problem to seek help) at 6 months post-intervention. A similar trial found an increase in supervisors contacting their EAP for help with problems.

COMPONENTS
This intervention utilizes lecture, discussion, interactive group activities, videos, role-plays, and communication-skills practice to teach the following components.

- Relevance: Increases understanding of the need for substance abuse prevention and for employees to take an active role in prevention;
- Team Ownership of Policy: Explains how an organization's policies are most useful when viewed as a tool for optimizing the well-being and safety of all employees;
- Understanding Stress: Urges participants to assess their individual coping styles, identify stressors, and review coping strategies;
- Understanding Tolerance: Describes how tolerance of alcohol and drug use by coworkers can be harmful for work groups; and
- Support & Encourage Help: Encourages participants to use suitable ways to seek and provide help, which can include using the NUDGE (i.e., Notice-Understand-Decide-use Guidelines-Encourage) model to encourage others to obtain help.

Team Awareness: Small Business is an intervention that was modified from the Drugs in the Workplace curriculum and is designed to enhance awareness and understanding of behavioral health as a group.

PREVIOUS USE
Since its first implementation in 1998, this program has been utilized by approximately 80 different organizations and agencies, which employ up to 20,000 workers. An adaptation of this program, called Team Readiness, has been in use with the U.S. National Guard since 2008.
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**TRAINING**

Training is required for facilitator certification. Training times range from 3 1/2 to 5 days, and costs vary based on site needs.

**CONSIDERATIONS**

Considerations for implementing this program include acquiring supervisor/administrator buy-in, ensuring facilitators receive training/certification, locating space to hold sessions, and allocating time for program delivery.

The Clearinghouse can help address these considerations. Please call 1-877-382-9185 or email Clearinghouse@psu.edu

**IMPLEMENTATION**

If you are interested in implementing the Team Awareness: Drugs in the Workplace program, the Clearinghouse is interested in helping you! Please call 1-877-382-9185 or email Clearinghouse@psu.edu

**TIME**

This intervention is delivered in two 4-hour sessions conducted 2 weeks apart. Six to eight weeks prior to program implementation, facilitators conduct focus groups, interviews, and a review of organization policies for use in the intervention. Time required for these activities varies. Team Awareness: Small Business lasts 4 hours.

**COST**

Original program materials are free and can be downloaded from this address [http://organizationalwellness.com/team-awareness/](http://organizationalwellness.com/team-awareness/)

**EVALUATION PLAN**

To move the Team Awareness: Drugs in the Workplace program to the Effective category on the Clearinghouse Continuum of Evidence at least one external evaluation must be conducted that demonstrates sustained, positive outcomes. This study must be conducted independently of the program developer.

The Clearinghouse can help you develop an evaluation plan to ensure the program components are meeting your goals. Please call 1-877-382-9185 or email Clearinghouse@psu.edu

**CONTACT**

Contact the Clearinghouse with any questions regarding this program.
Phone: 1-877-382-9185 Email: Clearinghouse@psu.edu

You may also contact Organizational Wellness and Learning Systems by mail 3200 Riverfront #120, Fort Worth, Texas 76107, phone 1-817-921-4260, email owls@organizationalwellness.com, or visit organizationalwellness.com/contact/

**SOURCE**

legacy.nreppadmin.net/ViewIntervention.aspx?id=69; organizationalwellness.com/; Bennett and Lehman (2002); and Bennett, Patterson, Reynolds, Wiitala, and Lehman (2004).

www.militaryfamilies.psu.edu