



Here4TN Leader's Monthly

August 2018



Help for substance use

Nearly one out of 10 employees reports being either addicted to or abusing alcohol or illicit drugs in the past year. As a manager, you may see this trend play out in your workplace. And the effects are often devastating. People impaired by alcohol or drugs are more likely to have accidents. This can lead to injuries to themselves, co-workers and customers, too.

To help you learn how to help an employee who may be struggling with a substance use issue, consider this training through Here4TN:

Substance abuse in the workplace for managers (2 hours)

This training provides information about substance abuse and drug testing. You'll learn tips on identifying substance abuse problems and addressing those problems in accordance with company policy. You'll also learn how to confront an employee and document observations, as well as how to:

- Be aware of the extent of substance abuse in the workplace
- Understand the drugs of abuse, including alcohol
- Recognize signs and symptoms — physical and behavioral — that may impact a safe and productive work environment
- Reinforce skills relating to effectively dealing with problematic workplace performance or behavioral issues
- Understand what actions and circumstances constitute “basis to believe” and impairment
- Be aware of resources for assistance and how to use them

Sign up for these trainings by completing a [Training Request Form](#) on Here4TN.com.

As a leader, it can be hard to keep up with all of the programs and services you and your employees have available. That's where your new Here4TN Leader's Monthly can help.

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Here4TN is here to help

Licensed clinicians and Certified Employee Assistance Professionals can help you with workplace issues and provide resources, too. Call 855-Here4TN (855-437-3486) to schedule a consultation today.

Sources:

[Substance use and substance use disorder, by industry](#). Bush DM, Lipari RN. Substance Abuse and Mental Health Services Administration, Center for Behavioral Health Statistics and Quality. The CBHSQ Report. April 16, 2015. Accessed June 7, 2018.

[Drugs and alcohol in the workplace](#). National Council on Alcoholism and Drug Dependence. Accessed June 7, 2018.



New parents need support

From learning how to change a diaper to coping with sleep deprivation, new parents have a lot to adjust to. To help support your employees who are expecting a baby or are already new parents, consider these trainings through Here4TN:

For expecting and new parents

Getting ready for a new family member is both an exciting and a busy time. Getting organized ahead of time and knowing what to expect will make things easier. This information fair offers thoughtful information about:

- Finding quality child care
- Dealing with sleep issues
- Becoming a father
- Returning to work
- Helping your pet adjust to a new family member

Parenting: Ages and stages

Parenting is never dull. Just when you think you have your children figured out, they change! Each age brings its own set of joys and challenges. This information fair contains articles appropriate for brand-new parents as well as parents of teenagers:

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- Information on becoming a more effective parent
- Developmental milestones of infants through three years of age
- How to live with teens
- A guide for first-time parents

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