reality check

WHY DO SOME PEOPLE BECOME ADDICTED WHILE OTHERS DON'T?

Lots of different things determine if and when a person can develop addiction.
Both **Risk Factors** & **Protective Factors** contribute to the liklihood of use, abuse, and addiction.

RISK FACTOR

: CHARACTERISTIC, CONDITION, OR BEHAVIOR THAT INCREASES THE
LIKELIHOOD OF GETTING A DISEASE OR INJURY

Genetics - Accounts for between **40-60%** of a person's risk of developing an addiction.

Environmental - Family and peer use, access and availability, poor relationship with parents or caregivers, social attitudes, or exposure to abuse or trauma during lifetime.

Developmental - The earlier in life use begins, the more likely it can progress to addiction. Almost all cases of addiction are linked to individuals who started using **before age 21**.

Psychological - Co-occurring mental health disorders: Stress, depression, anxiety, PTSD, and psychiatric disorders

PROTECTIVE FACTOR

: SKILLS, STRENGTHS, RESOURCES, SUPPORTS & COPING STRATEGIES
THAT HELP PEOPLE EFFECTVELY DEAL WITH STRESSFUL EVENTS OR SITUATIONS

Parental Involvement - Monitoring, support, communication, positive relationships and role models

Community Resources - After-school programs, community activities, volunteerism and civic engagement, accessible resources

Laws & Policies - In the workplace and school systems

Personal - Community engagement, societal contributions, self-esteem, familial stability, good education, healthy behaviors and expectations, strong support groups, supportive networks of positive peers.

Reference: NIDA. Drugs, Brains, and Behavior: The Science of Addiction. National Institute on Drug Abuse website.
https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction. July 20, 2018. Accessed December 31, 2019.

AT THE WORKPLACE:
WHAT COULD BE PREVENTING OR CONTRIBUTING TO THE USE OF SUBSTANCES?

PROTECTIVE FACTORS AT WORK

SUPERVISORY ROLES - Supervisors who are ware and educated about the disease of addiction and available help are better equipped to support employees and recognize signs of trouble. Supervisors also lead by example and can have a tremendous impact on a stigma-free and drug-free work environment. Positive supervisor relationships are important.

RESOURCES - Having resources available to employees and their families, creates more opportunity for prevention, intervention, treatment, and recovery. Knowing help is available at or through work can boost morale and create vital connections in the larger community.

LAWS & POLICIES - Workplace policies that are less punitive and more supportive are primary tools for keeping a business safe and productive. They provide a sense of structure, make it clear what is not tolerated, and highlight available help and support over judgement and punishment.

RISK FACTORS AT WORK

ENVIRONMENTAL - Co-worker use, availability or access in the workplace community, poor relationship with co-workers, attitudes surrounding use use, exposure to abuse or trauma at work, after work activities condoning use, work events providing alcohol, high stress work environments, lack of support or resources to find help.

PSYCHOLOGICAL- Mental health disorders like stress, depression, anxiety, PTSD, and psychiatric disorders can increase a person's risk. Employees who lack support at work for their mental health, or are not taking care of their mental health because of work, can experience increased risk of using.