

THE WORKSITE RECOVERY CONTINUUM

We all do things to cope or feel good. The more we pay attention, the more we can stay grounded, healthy, and connected.

← AN INDIVIDUAL MAY MOVE BACK AND FORTH BETWEEN THE STAGES OVER TIME →

NO USE

Choosing to steer clear of potentially addictive habits

- No alcohol, drugs, or tobacco
- No use of gambling, porn, or other habits to cope
- Life feels clear and steady

INTENTIONAL USE

Experimental or purposeful use, without dependency

- Taking prescribed meds as needed
- Cultural or spiritual practices (e.g., smudging)
- Use feels respectful and intentional

SOCIAL USE

Occasional or social use that isn't causing problems

- Having a few drinks with close friends
- Gaming or social media use that doesn't take over
- No real impact on work, sleep, health, or relationships

PROBLEMATIC USE

Regular use that starts to create friction in life

- Using to escape or get through the day
- Drinking more, spending more, zoning out more
- Late to work, missing family stuff, mood changes
- Hanging with people who aren't supportive

ADDICTION

Use has become compulsive and feels hard to stop

- Use feels out of control, or secretive
- Skipping work, isolating, feeling numb or angry
- Losing trust and connection

Tools that Work:

- Keep a daily routine
- Spend time with people who share their support
- Stay active after work (gym, hobbies, team sports)

Tools that Work:

- Stick to the purpose (e.g., spiritual, medical)
- Check in with trusted people
- Take breaks from habits now and then

Tools that Work:

- Follow safe use guidelines
- Set clear limits on time or money spent
- Make sure it doesn't mess with sleep, work, or relationships

Tools that Work:

- Ask a trusted person if they've noticed a change
- Try replacing the habit with something healthier (walk, gym, breath-work)
- Cut back or take a break, see how it feels

Tools that Work:

- Talk to someone (EAP, counsellor, peer)
- Find a support group or meeting, online or in person
- Don't wait for rock bottom, even a small step helps