# Aurora Employer Solutions Employee Assistance Program



# **Rethinking Marijuana Module (Adults)**

#### **Session One**

# **Session Goal:**

- Provide a comprehensive Substance Abuse and Mental Health screening. Determine if the client needs to be immediately referred for treatment or if they are appropriate for EAP services.
- Assess client's current motivation to change and provide interventions to engage client in the change process.
- Develop and support an action plan for abstinence.

# Interventions/Skill Building:

- Review stages of change handout and have client self-identify their motivation to change.
- Based on the client's motivation to change, provide education and use interviewing techniques to increase motivation toward abstinence.
- Provide homework to increase awareness of the consequences of continued use.

# Handouts (used in session or as homework):

- 1. Readiness Ruler
- 2. Review- Identifying My Stage of Change (Registration packet)

# Screening Tools:

- Audit R
- Optional could be the GAD-7 for anxiety or the PHQ-9 for depression

#### Homework:

- Read "Marijuana, A User's Guide to Stopping" Center for Addiction and Behavioral Health Resources (CABHR)
- Complete 3 Self Tests within the above handout
- Why Do I Use Marijuana?

#### **Session Two**

#### Session Goal:

- Identify client's strengths and challenges in becoming abstinent.
- Identify coping strategies for abstinence

# Interventions/Skill Building:

- Review the results of 3 self-tests.
- Review and expand on educational material related to marijuana use.
- Provide coaching to assist client in committing to change and developing new coping strategies.
- Explore 'what's working and not" as well as any roadblocks and strategies to manage them.

#### Handouts:

Learning New Coping Strategies

# Homework:

Learning to Live Without Marijuana

# **Session Three**

#### Session Goal:

- Readiness Ruler Recheck Review client's homework and progress in developing coping strategies.
- Develop relapse prevention plan

# Interventions/Skill Building:

- Identify strengths, coping strategies and potential roadblocks in the change process.
- Coach the client in how to effectively use their support system.
- Develop a relapse prevention plan.
- Offer additional community resources and invite the client to reconnect with EAP as needed.

# Homework:

 Relapse Prevention Plan (As the last step in the module, this sheet should be completed after the session and returned to the counselor. It is required if the client requests that 'successful completion' be reported to their employer or to a 3<sup>rd</sup> party.)