

Module Title:	Addiction Awareness Check - When does a habit become a problem?			
Duration	35 - 45 minutes			
Delivery method	Blended ☐	Face to face ☒	Online learning ☐	Distance learning (Learning Platform) ☐
	Notes on the choice: <i>*The trainer will choose the course delivery method taking into account the interested students location, the available teaching space and resources, social situation, etc.</i>			
Learning Outcomes:	• Recognize early warning signs of potentially addictive behavior. • Understand that addiction can develop gradually and may not initially be visible. • Reflect on the difference between use, risky behavior and loss of control identify changes in behavior and functioning that may signal a need for support. • Understand that their role is not to diagnose, but to notice, approach and support. • Train in individual reflection followed by pair/group sharing			
Materials	• Print a copy of the “Addiction awareness check” for each participant • Paper sheets • Pens • Slides/flipchart			
Session purpose	The purpose of this session is to help participants recognise early warning signs of potentially addictive behaviour and understand how addiction can develop gradually and may not always be immediately visible. Participants will reflect on the differences between use, risky behaviour and loss of control, while identifying changes in behaviour and everyday functioning that may indicate a need for support. The session also reinforces that their role is not to diagnose, but to notice, approach and support, using individual reflection and shared discussion to strengthen awareness and confidence.			
Session Details:	Lesson Item:	Method(s) and instructions for trainers:		
	Introduction	Introduce the exercise with one central question: “‘At what point does something we enjoy, need or use to cope become something that controls us” Briefly explain that addiction is not only about what someone uses or does. Frequency, control, consequences, coping and impact on everyday life are important warning signs. Emphasize: Session Details “This is an awareness exercise - not a diagnostic test”		

Activity 1:

Individual Addiction Awareness Check

Give each participant the 10 question Addiction Awareness Check.

Ask them to complete it privately.

Important facilitator instruction: Participants to NOT have to disclose their score.

Ask them instead to reflect on:

“Which question made you think the most”

This makes the exercise personal without requiring uncomfortable disclosure.

Reveal the awareness scale

Show the four levels:

0-1: YES - STAY AWARE

Few warning signs.

2-3 YES - PAY ATTENTION

Early warning signs may be developing

4-6 YES - TIME TO ACT

Several warning signs are present and support should be considered.

7-10 YES - SEEK SUPPORT

This behavior may be having a significant impact and professional support should be considered.

Then make the key point.

The number is not the diagnosis. It is a reason to stop, reflect and potentially act.

Small-group discussions - What would we see

Move the perspective from ME to SOMEONE I WORK WITH.

In groups of 3-4, ask participants:

If someone was moving from Stay Ware to Pay attention - what changes might you notice at work? and

If someone is moving from Pay Attention to Time to Act, what changes might you notice at work?

Ask them to consider changes in:

- Behavior
- Attendance (reliability)
- Performance
- Mood
- Relationships
- Appearance
- Communication
- Decision-making

Then ask the group to identify an important distinction: What can you OBSERVE - and what are you ASSUMING?

Main point: Always to facts rather than diagnose the person.

From recognition to Action

		Introducing a simple three step model: NOTICE → ASK → SUPPORT NOTICE “I have noticed you’ve been late several times this month” ASK “How are things going? I have noticed some changes and wanted to check in” SUPPORT Discuss what not to do: • “What support would be helpful right now” • Discuss what not to do: • “I think you have an alcohol problem.” • “Are you taking drugs?” • “Everyone has noticed something is wrong with you.” Instead: • Describe observable facts. • Show concern. • Ask open questions. • Listen without diagnosing. • Know when and where to refer for professional support. Closing reflections Return to the bottle and the ten questions. Ask participants: “What is one thing you will notice differently after today?” Finish with: Addiction rarely starts with addiction. It often starts with something that works – until it starts working against you. And for trainers: Your job is not to diagnose Your job is to notice change, start a conversation and help connect someone with support.
	Post-Activity Discussion	Finish with the message: This is not a scientifically validated “test” but a “Self-Reflection Tool” and explicitly state that the score is for reflection rather than diagnostic. That makes the exercise both safer and professionally stronger. It’s building on the Alcohol Use Disorder Identification Test (AUDIT) as used by The Norwegian Health Directory. I think this can become one of the stronger exercises in the program if you put it before your session on recognizing addiction in others: first “Could this happen to me?”, then “How would I recognize it in someone else?”, and finally “What do I do?”



Additional notes and tips for trainers

- The participants do not need to know if someone has an addiction before acting.
- Their responsibility is to notice changes, focus on facts, start an appropriate conversation and seek professional support where needed.
- Keep the focus on recognition rather than judgement
- Check the local support possibilities for help so you have it at hand if asked