

## Break the Cycle of Substance-Seeking Behavior

Watching someone stumble and stagger may seem funny in a comedy skit, but substance use impacts work productivity, road safety and relationships. A National Institute on Alcohol Abuse and Alcoholism study discovered that more than 99,000 U.S. deaths in 2020 were associated with alcohol.

In the last few years there has been an uptick in substance use. Isolation and other stressors contributed to the tendency to use mood-altering substances. However, self-medicating behaviors like drinking and substance use can accelerate strained relationships at work or at home, reduce productivity and erode overall quality of life.

NuVantage has counselors to help you break the cycle of substance-seeking behavior, support healthy coping strategies and mend damaged relationships.



**When you are struggling with a situation in your life,  
you need the right help at the right time. NuVantage is here for you.**

Free and confidential.  
24 hours a day, 7 days a week.

**800.577.4727**

[NuVantage.org](http://NuVantage.org) | [NuVantage@lssmn.org](mailto:NuVantage@lssmn.org)



**Lutheran  
Social Service**  
of Minnesota

Provides NuVantage Employee  
Resource as a service

**Imagine** new possibilities.  
**Create** solutions that work for your life.

## Relationships at Work

Contentment at work is strongly related to trusted relationships with co-workers. Consider embracing these positive relationship tools to create more happiness and fulfillment in the workplace:

- Accept that no one is perfect – even you
- Assume good intentions in others
- Affirm positive attributes in each team member
- Practice the art of listening with empathy
- Stay curious – ask questions for clarification
- Speak with honesty and kindness
- Make requests rather than give directives

If you find it difficult to maintain a positive workplace relationship with one or more coworkers, consider consulting with a NuVantage counselor to explore a new approach.

You can also go to the NuVantage Wellness Portal to view webinars, soft skills courses and videos about creating positive relationships at work, home or school. Go to Member Login with your Company Code to set up an account.

## Upcoming Wellness Portal Webinars 12:30 PM – 1:30 PM CST

Registration access is located on the right side of the Wellness Portal main webpage.

Archived webinar recordings are available at the bottom of the home page.

**September 14** – Establishing a Great Relationship with Your Child's Teacher and School

**October 12** – Recognizing Signs of Depression in a Team Member

**November 9** – The Stress and Addiction of News Consumption

**December 14** – Family Dynamics During the Holidays

NuVantage can help.

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