

## Gambling Addiction

Akan helps Norwegian businesses to prevent and handle issues related to alcohol, drugs, gaming and gambling. Many of the inquiries they receive is concerning employees who are suspected to have a possible gambling problem. People with gambling addictions often end up deep in debt which may lead to many related problems such as failed relationships and poor job performance.

### What is gambling addiction?

Gambling addiction is a disorder where you can't control the impulse to gamble, even when it has negative consequences for you or your loved ones. The addiction often develops over time, and as a result, the consequences and problems become more and more severe. Akan has in the recent years had an increase in the number of inquiries and concerns connected to employees who shown signs of gambling addiction. Gambling addiction can be linked to both gaming and gambling/betting, however in this context gambling is the main focus.

People with a gambling addiction are likely to bet/gamble more money than he/she can afford to lose. It's common for the person to try to win back lost money by gambling even more, in an irrational belief that the luck will turn. This often results in a increasing problem. If they should happen to win, the money is usually lost in an attempt to win even more.

### Signs of gambling addiction:

- It affects your relationship with other people, your finances and your ability to perform at work
- You spend more and more money, time and energy on gambling
- You gamble to recover what you have lost
- You are unable to reduce or refrain from gambling
- You lie about gambling and turn to illegal acts to cover your gambling addiction
- You have reduced concentration and work ability
- You feel that gambling influences your mood
- You borrow money to gamble or pay gambling debts

### What can you as a colleague / manager do?

- Find the right place and time for a talk
- Your primary task is to communicate concern and to show you that you care
- Explain that you want to help - be compassionate
- What makes you worried? Be specific. Communicate events such as changes in sick leave, behavior, job performance, etc. Base the conversation on your own observations
- Do not expect an admission. Your role is not to identify a problem or make a diagnosis, but rather to react to changes that result in negative consequences for the work situation

### Where can you get help and advice?

- The HR department is an important resource, they can provide support and guidance
- Aker Care assists managers and employees with advice and guidance on issues related to suspected addictions. You can contact your local Aker Care center for assistance, phone 40 00 48 50.

- Akan: The Akan-model for prevention of drug, alcohol and gambling problems in the workplace is anchored in a three-party cooperation between the Norwegian Confederation of Trade Unions (LO), Confederation of Norwegian Enterprises (NHO) and the Norwegian Government. Akan helps Norwegian businesses to prevent and handle issues related to alcohol, drugs, gaming and gambling. They offer knowledge on how to engage in conversations related to problematic behavior regarding alcohol, gambling, gaming and drugs in the workplace. Akan has a free help line where you can ask for help and advice. You can be anonymous. Akan can be contacted on telephone 22 40 28 00. They also have a live chat; see their web page; <https://akan.no/veiledning/>

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