

Utt. #	P or C	Content of Utterance	Code
1	P	Hi Mike. I'm Donna and the intake worker here at the treatment center, and why don't you tell me a little bit about what brings you in today.	Q
Q	C	Well, I had a small accident at work and apparently they thought that was good enough reason to give me a drug test. My boss told me I had to come in here, so...	
3	P	So you are feeling kind of forced to come in.	CR
4	C	Oh definitely. I wasn't doing any drugs or drinking at work. So I really don't feel like I should have to be here.	
5	P	So it feels like you kind of got singled out. That it's really not fair.	CR
6	C	Well, I feel like regardless of whether I passed the drug test or not, I shouldn't be held accountable at work for what I do on my own time.	
7	P	So even if what happened with the drug test is right, it still doesn't feel like it is the right thing. It's like the company doesn't have the right to do that.	CR
8	C	Well, you know, I mean if I had been drinking on the job they could have tested ... and they would have known right then and there that I was intoxicated at work. But they said I smoke weed, and they can't disprove that I wasn't doing it at work, they just assume I was. So, I feel like they don't really have the right to stick me here.	
9	P	Yeah, yeah. So given that you don't want to be here, what do you think, what would be helpful for you? It sounds like you might be interested in trying to figure out how to work through this, but I don't know. What would you like to do?	SEEK
10	C	Well you know the policy at work is that you can't do drugs in the workplace. And umm, can't help but feel that if I was just drinking beer at home and then I had an accident at work and passed the drug test, then I'd be fine. But, because I choose to smoke marijuana, you know I have to come in here.	
11	P	Uh huh, yeah. It does sound like you are pretty interested in keeping, in having the job. Tell me about that, tell me about how you feel about your job.	SR; Q
12	C	Well, I've been working there for 13 years. You know this is probably the second accident I've had, and the first one in over ten years. It is good pay and steady work. Right now it is hard to find another job, so I want to keep working for them, but I do feel like they've invaded my privacy a little.	
13	P	Yeah. And it doesn't feel right and yet, you know, you really appreciate having the job. As you said, it is hard to find a job these days and you also really ... it pays well and you've been a solid, good employee for a long time. And without any accidents.	CR; AF
14	C	Yeah! And I feel like the company, especially my boss, is treating me like I'm guilty without any real proof.	

15	P	Yeah.	
16	C	A bunch of the guys go out for beers every night after work and none of them are sitting in this chair.	
17	P	So even when you look around and see how others are treated, it feels like you are treated, have been treated differently just because you choose to use marijuana instead of alcohol.	CR
18	C	Yeah, and I feel there is no real proof that I was high at work ... and, you know, I wasn't. So, the accident was unrelated. I got distracted by another employee at work, and I thought we were going to run into each other on the forklifts. But, you know, I can understand if they want me to pay for the damages, but to say that I have to go to treatment for however many months just seems ridiculous to me.	
19	P	Well, what is your understanding about what it's going to take for you to get in, you know what if they told you ... what is the policy you know of that will, what it's going to take be in good standing again or to be where you want to be with your job?	Q
20	C	Well, honestly, I mean I'm not totally familiar with it, but my boss made it clear that you know, you basically have to sign this sheet of paper that says, you know, I'm ready to go back to work. I don't even know what that means. I mean I would like you to just sign it right now, 'cause I don't feel there is an issue.	
21	P	Yeah. So you are feeling like you would be ready to go back right away. And you're not really clear about what they, what he meant by that. About ... just that we need to sign off on it here.	SR
22	C	Yeah, and I don't know if that means I have to come and talk to you once a week or ... I assume they are probably going to test me more often. But, umm, he said that I have to deal with you. So...	
23	P	It sounds like you're a little concerned that we may just be trying to force you into more or taking more or jumping through hoops in order to be able to get through it.	CR
24	C	Well, yeah. I mean, I feel like I have no control over the situation now. So you know I make a mistake and now it is entirely out of my hands. It wouldn't matter if I went to work and didn't have an accident for six straight months; they are still going to make me come here.	
25	P	Right. It feels like it is kind of a punishment almost in a way.	CR
26	C	Well, you guys get paid if I'm coming in. So I feel like what's your interest in letting me get out of here as soon as possible.	

27	P	So, we might even be, it feels like we might even be ... have an investment in keeping you here longer or keeping you back a little in order to, you know, sort of ... for our own purposes.	CR
28	C	Yeah. You know my buddy Tommy he had a failed drug test a year ago, and he said he was stuck here for six months getting tested and retested and being told he had to go to therapy sessions. You know even though he passed all his drug tests, he felt like they just kept him as long as they wanted. So, you know, I'm a little concerned.	
29	P	Yeah. How can I help you with this process? And I want to assure you that there is nothing that I can do, that we can do, to force you into one way or another. The decisions that you make about each step, each step that you go really are up to you. And I know it doesn't feel like you have a choice, but that you will have some choices in here. And what I want to do is be able to give you what you need in order for you to be able to make the best decisions that you can. So, what do you think; how can I help you?	SEEK EMPHASIZE
30	C	Well, you know, I mean it is going to be rough coming home and not being able to smoke a little weed when I'm having a rough day. You know, obviously I am going to have to figure out some other way to do it. If I can't smoke, then maybe I'll have to just start drinking a few beers. I've been trying not to so that I keep the weight off, but you know, I think it's going to be really tough to just stop smoking. I've been smoking marijuana for 20 years.	
31	P	So you kind of feel torn about it. Like maybe, maybe I might have to stop, stop doing this, at least for the time being, so I can get through this ... and yet that feels a little scary. Like I'm not sure I really want to do this or that that the alternatives are going to be better.	CR
32	C	I don't know if it's any benefit to me to be honest about a lot of this stuff, because you know I want to get through this as fast as possible, but obviously I don't want to tell you so that I can go home and smoke weed again. Because you know, I feel like I'll just be kept here longer.	
33	P	So you are concerned that how much you participate or what you talk about with me will ... could make it worse for you.	CR
34	C	That and I'm concerned that it will get back to my work.	
35	P	Would it be alright if I shared a little about what my role is and what I might be able to offer you and what my relationship with your work is?	SEEK
36	C	Uh huh, yeah.	

37	P	So, one of the things that we do here, and your employer is a client of ours, but we ... everything you and I talk about is really confidential. And all I, what I need to report back is that you come and that, that when we come to an agreement that its, that you're, when we come to the decision ... that would be something that you and I would do together ... to make the decision about what steps were appropriate given the situation. It's not up to me to say, tell you what to do. It's up to us to work together to come up with something that will work for you. And that we can, we will work through that, and when the time comes I'll sign off. But all we, all the interaction I have with them is about just signing off and letting them know you are coming. And the drug tests. I mean they will require you to be tested more frequently, but that won't affect what you and I talk about. I don't know, what do you think about that?	GI SEEK
38	C	Well I, you know, I'm still concerned given what my buddy went through. And ... but I just want to get through it as fast as possible.	
39	P	Uh huh. Well, I'm certainly willing to work with you to figure out how to get you through this as fast as possible and get you into where you feel good about your work. So, what do you think; shall we work together to do this?	SEEK
40	C	Yeah. Let's get started so that I can get finished.	
41	P	Good! Alright.	

CCT: 3

SST: 2

PAR: 5

EMP: 5