

Finding Suitable Employment for Those in Recovery





Life Skills Library



Completing an addiction treatment program is a cause for celebration! As you embark on this new phase of your life, focusing on relapse prevention, job readiness, and long-term success is essential. This life skills guide will help you navigate the employment landscape while maintaining your sobriety and overall well-being.

Best Types of Jobs for People in Recovery

Maintaining recovery after treatment for substance use disorder is a daily process that will require all the skills acquired during addiction treatment. Jobs that align with those coping skills and therapies work best in helping to maintain a life of sobriety. Some elements of suitable job types include the following:




-  **Stable work schedules** – Jobs with consistent work hours, such as 9-5 positions, can provide a predictable routine that supports a structured lifestyle.
-  **Low-stress environments** – Positions with manageable workloads, clear expectations, and supportive supervisors can reduce stress and minimize potential triggers.
-  **Service or helping professions** – Roles that involve helping others, like social work, counseling, or nonprofit work, can provide a sense of purpose and fulfillment.
-  **Recovery-focused industries** – Some companies specifically cater to individuals in recovery, offering jobs in sober living homes or addiction treatment centers.

Jobs to Avoid in Recovery

There are also types of jobs that should be avoided for those recovering from drug or alcohol addiction. In some cases, an individual's previous job might have






been linked to substance use. It is best to avoid the following types of jobs for those in recovery.

-  **High-stress professions** – Jobs with long hours, high-pressure situations, or demanding workloads can increase the risk of relapse.
-  **Substance-accessible environments** – Positions in bars, clubs, or other settings where drugs or alcohol are readily available should be avoided.
-  **Jobs with irregular hours** – Shift work or jobs with unpredictable schedules can disrupt sleep patterns and make it difficult to establish a stable routine.

Identifying Supportive Employers

While it is not necessary in all cases to disclose a history of behavioral health treatment to a prospective employer, many companies have policies or progressive hiring practices that indicate acceptance and support for those in recovery. Look for these elements when identifying supportive employers:






-  **Company Policies** – Look for companies with policies that support employees in recovery, such as Employee Assistance Programs (EAPs) or mental health resources.
-  **Inclusive Hiring Practices** – Seek out employers who value diversity and inclusiveness, including those who are open to hiring individuals with a history of addiction.
-  **Online Research** – Investigate company websites, social media, and employee reviews to gain insight into their culture and values.

By researching potential employers, a well-suited workplace that potentially has managers and co-workers also in recovery can be found.



Managing Triggers and Overcoming Challenges

No matter what type of employment you ultimately find, you will want to do everything possible to maintain your recovery and prevent relapse. Remember the valuable life skills learned during your treatment and implement the following:

-  **Develop a Support Network** – Build relationships with supportive coworkers, join recovery groups, or attend meetings during lunch breaks or after work.
-  **Practice Self-Care** – Prioritize sleep, exercise, and a balanced diet to maintain physical and mental well-being.
-  **Communicate with Supervisors** – Be transparent about your needs and seek accommodations when necessary, such as time off for therapy or support group meetings.
-  **Learn Coping Strategies** – Develop healthy ways to manage stress, like practicing mindfulness, journaling, or engaging in hobbies outside of work.
-  **Stay Committed to Your Recovery** – Continue attending meetings, working with a sponsor, and utilizing your support network to maintain long-term sobriety.

In conclusion, prioritizing your recovery while seeking employment is crucial for maintaining long-term sobriety and building a successful future. Focus on finding jobs that align with your values and provide a stable, supportive environment. By managing triggers and overcoming challenges in the workplace, you can confidently embark on your employment journey and create a fulfilling life post-addiction treatment.



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