

Awareness Training Essentials: What Every Manager and HR Professional Should Know



A focused 30-minute awareness session is enough to shift how a leader notices, names, and responds to problem gambling at work. Here is the baseline content to cover.

CORE CONTENT FOR A BASELINE SESSION

- What problem gambling is: a recognized, treatable mental health condition, not a character flaw
- How common it is: Missouri and U.S. prevalence data
- The difference between recreational gambling and problematic gambling
- Signs at work and signs that may show up at home
- The manager's role: observe, document, refer. Do not diagnose.
- Confidentiality, EAP, and the full referral pathway

Source: NCPG Gambling in the Workplace Toolkit; The Better Institute; Missouri DBH

MISSOURI PREVALENCE AT A GLANCE

4.1%

Missouri adults who meet
DSM-5 criteria for gambling
disorder

20.8%

Missouri adults who are at
risk for gambling disorder

55,000

Estimated Missouri adults with
gambling disorder who have
had suicidal thoughts due to
gambling

Source: 2022 Missouri Gambling Prevalence Study; Sports Betting in Missouri: Responsible Gambling Policy 2025

MOST-ENDORSED DSM-5 CRITERIA AMONG MISSOURI GAMBLERS

Relationship strain and unsuccessful attempts to cut down are the most commonly endorsed criteria, where managers most often see early signals.

DSM-5 CRITERION	% MO PAST-YEAR GAMBLERS ENDORSING
Serious problems with a partner, friends, or family due to gambling	19.8%
Tried to cut down, control, or stop gambling	18.9%
Chasing losses (returned to win back money lost)	14.4%
Significant financial concerns for self or someone close	6.8%
Missed a significant amount of work or school time	4.4%

Source: 2022 Missouri Gambling Prevalence Study

PAIR THE PRIMER WITH A DEEPER SESSION

Use this as a leadership primer, then schedule a longer training before any major sports-betting season, policy rollout, or EAP change.