



# EVALUATION DISCUSSION



## INSTRUCTIONS:

All employees should be able to recognize the signs and symptoms of cannabis and know what to do about it. Here are some situations that you can discuss as a group or individually with the employee. Make sure that all employees recognize the principles learned during the training. Some examples may be more “borderline” than others; take the opportunity to have an open dialogue about whether or not the employee’s responses are

correct. Take note of the responses and discussion in the boxes provided below. You can complete all the examples or stop when you feel the employee fully understands the principles of the training. You may also want to write out some specific questions or ideas to help guide your discussion with the employee.

## HOW TO USE IT:

1	Simply <b>DICUSS</b> with the trainee the following situations.
2	Read each example. <b>ASK FOLLOW-UP QUESTIONS</b> after each situation to test their knowledge.
3	When done, <b>SIGN AND FILE</b> this form along with the certificate.

**GOOD LUCK, AND STAY SAFE!**



# EVALUATION DISCUSSION

EMPLOYEE'S NAME: \_\_\_\_\_ TOPIC OF DISCUSSION: \_\_\_\_\_

EVALUATOR'S NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

The purpose of the evaluation form is to aid the evaluator in assessing the employee's knowledge of how to safely deal with day-to-day situations while on the job. Items may be added or deleted depending on the environment or the needs of your employees and company.

## EXAMPLE #1

Frank is a temporary worker, hired as a machine operator. His supervisor, Randall, has been considering hiring Frank on as a permanent employees. Knowing this, Frank pulls Randall aside and tells him he would be excited to accept a position, but he knows he wouldn't pass a drug screening; he uses marijuana for medicinal purposes.

What should Randall's next step be?

What is your company's policy about medical marijuana?

## EXAMPLE #2

Kelly has been showing up at work with blood-shot eyes and smelling strongly of marijuana. Her supervisor has been noticing that Kelly is having a hard time focusing and remembering things. Although recreational use of marijuana is legal where she lives, Kelly was pulled into the HR office and fired.

*Do you agree with the company's actions? Why or why not?*

*What should Kelly have done before using marijuana recreationally?*



# EVALUATION DISCUSSION

## EXAMPLE #3

Shelly has noticed a marked difference in her supervisor since his car accident. He has been putting on weight and is always snacking. He seems nervous and jumpy; he even accused her of wanting to take his job. Shelly is concerned her supervisor may be using marijuana to manage his pain, even though it isn't legal in their state.

*What are some actions Shelly could take?*

## EXAMPLE #4

Tracy, the HR manager at her company, is pretty sure one of her machine operators has been using marijuana outside of work. The company has a strict zero-tolerance drug policy. However, Tracy also knows that her state recently passed a law about medical marijuana.

*What are some actions Tracy should take?*

*What if the employee is using marijuana medicinally? Could they lose their job?*

\_\_\_\_\_  
Supervisor/Trainer Name & Signature

\_\_\_\_\_  
Date