



# Module 1

## What Motivates People to Change?

**Handout: Stages of Change Overview and Counseling Strategies**

**Instructions:** Review the following descriptions of the Stages of Change. Use the strategies provided to help tailor your counseling approach when working with participants. Refer back to this handout prior to conducting your observation for this module.

Stage and Description	Counseling Strategies
<p><b>Pre-Contemplation</b></p> <ul style="list-style-type: none"> <li>◆ Not ready, unaware, or not interested in changing.</li> <li>◆ May have tried to change before and failed. Might be discouraged or afraid to try again.</li> <li>◆ Sometimes characterized as resistant or unmotivated.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Increase awareness of the new behavior and the reasons to make a change.</li> <li>◆ Ask about their personal concerns and fears around making change.</li> <li>◆ Ask them to describe the benefits or advantages of making the change.</li> <li>◆ Create a supportive climate for change by being respectful and accepting their decision.</li> <li>◆ Use teachable moments: when a participant asks a question, offer information.</li> <li>◆ Listen: _____</li> <li>◆ Discuss: _____</li> <li>◆ Your ideas: _____</li> <li>_____</li> </ul>

Stage and Description	Counseling Strategies
<p><b>Contemplation</b></p> <ul style="list-style-type: none"> <li>◆ Is interested in changing but not ready to commit.</li> <li>◆ Aware of the reasons to change <u>and</u> the reasons to stay the same.</li> <li>◆ May stay in this stage a long time.</li> <li>◆ Sometimes characterized as ambivalent.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Explore the pros and cons of staying the same or changing.</li> <li>◆ Acknowledge their fears and barriers around making the change.</li> <li>◆ Help them identify small achievable steps.</li> <li>◆ Ask them to prioritize one small thing to try.</li> <li>◆ Affirm past successes and their courage to consider the change.</li> <li>◆ Listen: _____</li> <li>◆ Discuss: _____</li> <li>◆ Your ideas: _____ _____</li> </ul>
<p><b>Preparation</b></p> <ul style="list-style-type: none"> <li>◆ Getting ready to change.</li> <li>◆ Wants to change but not sure they can.</li> <li>◆ May have a plan for how they will change.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Ask them to discuss options for getting started.</li> <li>◆ Help them develop a plan for getting started.</li> <li>◆ Encourage small first steps.</li> <li>◆ Talk with them about early attempts and ways to succeed.</li> <li>◆ Affirm efforts to try new skills, building their confidence.</li> <li>◆ Listen: _____</li> <li>◆ Discuss: _____</li> <li>◆ Your ideas: _____ _____</li> </ul>

Stage and Description	Counseling Strategies
<p><b>Action</b></p> <ul style="list-style-type: none"> <li>◆ Ready to change and is trying to take steps toward actually making changes.</li> <li>◆ Needs practice to make change permanent.</li> <li>◆ High risk of relapse to old behaviors during difficult situations.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Ask them how they plan to practice new skills.</li> <li>◆ Reflect on early efforts.</li> <li>◆ Ask how they will handle different situations.</li> <li>◆ Provide positive feedback.</li> <li>◆ Celebrate and affirm success of small efforts.</li> <li>◆ Listen: _____</li> <li>◆ Discuss: _____</li> <li>◆ Your ideas: _____ _____</li> </ul>
<p><b>Maintenance</b></p> <ul style="list-style-type: none"> <li>◆ In the process of changing and has been practicing for several months.</li> <li>◆ Confidence is increasing that they can continue the change.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Encourage them to continue practicing and finding new options.</li> <li>◆ Provide ongoing support for changes.</li> <li>◆ Ask about what is working and what can continue to improve.</li> <li>◆ Listen: _____</li> <li>◆ Discuss: _____</li> <li>◆ Your ideas: _____ _____</li> </ul>