

Stages of Change Overview and Strategies for Staff

Stage and Description	Strategies
<p>Pre-contemplation</p> <ul style="list-style-type: none"> • Not ready, unaware, or not interested in changing • May have tried to change before and failed and is discouraged or afraid to try again • Sometimes characterized as resistant or unmotivated 	<ul style="list-style-type: none"> • Increase awareness of the new behavior and the reasons to make a change • Discuss personal concerns and fears of making change • Talk about benefits or advantages of making change • Create a supportive climate for change • Use teachable moments • Listen _____ • Discuss _____ • Other ideas _____
<p>Contemplation</p> <ul style="list-style-type: none"> • Thinking about change • Is interested in changing but not ready to commit • Aware of the reasons to change <u>and</u> the reasons to stay the same • May stay in this stage a long time • Sometimes characterized as ambivalent 	<ul style="list-style-type: none"> • Explore pros and cons of staying the same or changing • Acknowledge fears and barriers around making the change • Identify small achievable steps • Prioritize one small thing to try • Affirm past successes and courage to consider change • Listen _____ • Discuss _____ • Other ideas _____

Stage and Description	Strategies
<p>Preparation</p> <ul style="list-style-type: none"> • Getting ready to change • Wants to change but not sure they can • May have a plan for how they will change 	<ul style="list-style-type: none"> • Discuss options for getting started • Help develop a plan for getting started • Encourage small first steps • Talk about early attempts and ways to succeed • Affirm efforts to try new skills, build confidence • Listen _____ • Discuss _____ • Other ideas _____
<p>Action</p> <ul style="list-style-type: none"> • Ready to change and is trying to take steps toward actually making changes • Needs practice to make change permanent • High risk of relapse to old behaviors during difficult situations 	<ul style="list-style-type: none"> • Give opportunities to practice new skills • Reflect on early efforts • Problem solve how to handle different situations • Provide positive feedback • Celebrate success of small efforts • Listen _____ • Discuss _____ • Other ideas _____
<p>Maintenance</p> <ul style="list-style-type: none"> • In the process of changing and has been practicing for several months • Confidence is increasing that they can keep it up 	<ul style="list-style-type: none"> • Continue to practice and find new alternatives • Provide ongoing support for changes • Discuss what is working and what can continue to improve • Listen _____ • Discuss _____ • Other ideas _____