

Motivation and Change – Hand Out

Prochaska and DiClemente believe that people pass through different stages in an attempt to make change in their lives.

Pre-contemplation: The person does not perceive a problem and they have no interest in change.

- DO: Help the person develop a reason to change, but stick to the facts of the problem.
- DO: Acknowledge and validate the person's experiences, concerns and feelings of pressure.
- DO: Acknowledge that they are not ready to change and that you are here to support them – keep the relationship open.
- DON'T: Offer solutions before the person is able to accept that there is a problem.

Contemplation: The person acknowledges that there is a problem but is ambivalent about making changes.

- DO: Acknowledge the person's view and control of the decision; be sure to let them know it is up to them.
- DO: Clarify their perception of the advantages and disadvantages of making the change.
- DO: Encourage further self-exploration and let them know that you are here to support them – leave the door open.
- DON'T: Appear to be nagging or criticising.
- DON'T: Respond to concerns with arguments for change or rationalisations.

Preparation: The person wants to change but does not yet know how to or what action to take.

- DO: Praise the person for the decision to change and help them to think about the most important thing to do first. Encourage and support small steps at first.
- DO: Help them to identify people who can support them while they make the change.
- DON'T: Give too much praise.
- DON'T: Undermine the person's ideas.

Action: The person practices new behaviour.

- DO: Make sure enough time and support is given to help the person take action and practice new behaviour.
- DO: Problem solve with the person if and when they meet obstacles.
- DO: Focus on the benefits of change.
- DON'T: be unreliable and try not to cancel or postpone meetings at this stage.

Maintenance: The person is able to sustain the new behaviour.

- DO: Once the person has practiced the behaviours, plan the follow-up support. Build in regular rewards as appropriate.
- DO: Discuss coping mechanisms – including coping with relapse.
- DON'T: end the support too soon – most people need six months to embed new behaviour.

Relapse: The person falls back into old behaviours. This can happen during any of the stages.

- DO: Support the person to re-assess their motivations to change and to identify barriers and obstacles.
- DO: Help the person to plan stronger coping strategies.
- DON'T: Regard relapse as failure. Words or actions should not let the person feel that they are someone who can't change.

Activity (15 minutes)

Split the learners into a maximum of 5 per group. Hand out 1-2 scenarios per group. Ask the learners to use the motivation theory to inform how they would support the mentee in making the change. Ask each group to detail one area of the change wheel and feedback to the group.

Scenario 1
Wayne often gets into fights. He thinks it's a good laugh and that it's important he shows how hard he is.
Scenario 2
Karen knows that she should probably stop smoking, but she enjoys it and says it doesn't seem to hurt her – her Gran smoked till she was 75.
Scenario 3
Hassan feels it is time for a change. He is not sure how to change but he knows he can do well at college – if only he can put in the work and organise his time better. He would like some help.
Scenario 4
Mark has been controlling his temper for the past three weeks. He had been enjoying school and the youth club. Then, he had a bad day. He had a big argument with his mum in the morning, missed breakfast and was late for school. One of his friends teased him and he ended up in a fight.
Scenario 5
Lauren tells you about the people she hangs around with at school and it is clear that they are having an adverse effect on her. Lauren is not happy at school because she feels she has to spend all her time with the people she hangs around with. She wants to feel more happy about going to school, but is unsure about making changes.
Scenario 6
Molly has fallen out with her best friend Jade because they had a big argument 2 weeks ago. The argument was over the amount of time Molly spends with Jade compared to her other friends. Molly misses Jade and wants to make up, but feels that she has not done anything wrong.