

Familyhood

Statewide Training

Building Resilient Families

Inspiring Motivation to Change
David Hartman, Ph.D.

What Makes Change Hard?

Which line best represents how the process of difficult change looks in your life?

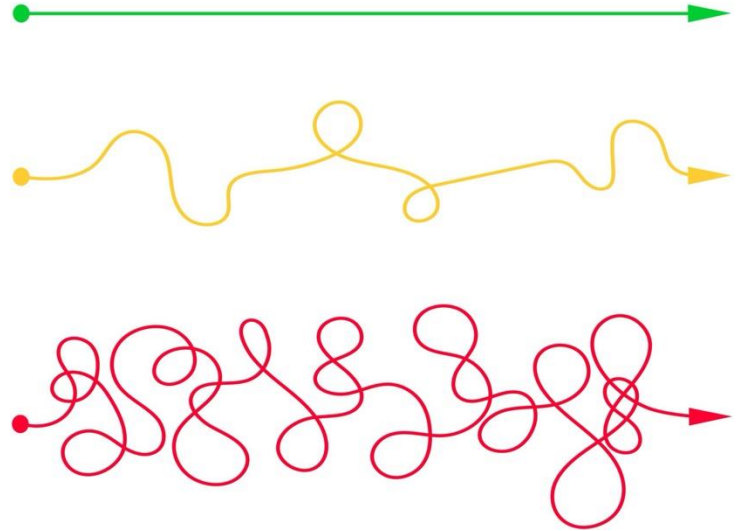


Table Talk

What happens when you try to form a new habit or practice?

**What makes
change hard?**

**Slido –
Open Text response**

Model of Change

(Prochaska & DiClemente)

Stages of Change:

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance
- * Relapsing/recycling through stages is possible and probable when undertaking difficult change

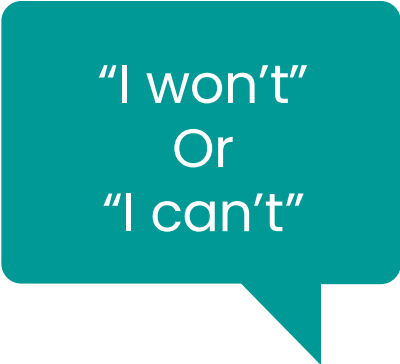
Not Ready for Change



- Coach becomes the driver to address the specific need, issue, or crisis.

Approach: Case Management

Pre-Contemplation

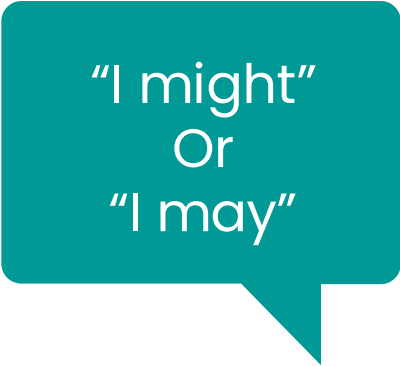


"I won't"
Or
"I can't"

- Acceptance
- Self-exploration (not action): inner critic
- Identify and address barriers
- Build motivation
- Raise awareness with powerful questions
- Normalize and validate fears

Approach: Case Management

Contemplation



"I might"
Or
"I may"

- Pro/Con List: explore change, gather information
- Increase self-efficacy: connect to values and strengths
- Limiting beliefs: inner critic
- Deal with obstacles: find solutions

Approach: Readiness Assessment

Preparation



"I will"

Help families create a clear plan and develop the courage to take action.

- Make a plan: specific and doable
- Develop courage: problem-solve potential difficulties
- Commitment: written and signed
- Accountability: in it together
- Keep exploring with powerful questions

Approach: Readiness Assessment

Action



"I am!"

Help families engage in actions that lead toward their larger goal: integration into a lifestyle of behavior change.

- Be their champion!
- Help with challenges
- Normalize and problem-solve obstacles
- Celebrate success
- Expand social supports
- Keep accountability

Approach: Goal-Setting

Maintenance



"I still am"

Establish a new pattern of behavior that is sustained over time and in different situations.

- Monitor progress
- Maintain accountability
- Assess obstacles and make a plan
- Expand social network
- Continue to set new goals
- Address setbacks

Approach: Goal-Setting

Relapse and Recycling



"I'm not sure"

Determine where families are in the stage of change and coach them from there.

- Determine the stage of change
- Normalize it
- Normalize resistance
- Explain that progress is not regression!

Approach: Readiness Assessment

Guess the Correct Stage of Change

Slido – Multiple Choice

"I can't get a job"

"I went on a run this week"

"I might check out a gym this week"

"I may stop by the job fair to see who's hiring"

"I will work on my resume this week"

"I won't be able to make enough money with the jobs I can get"

MI and Ambivalence

MI targets resolving
ambivalence

Ambivalence:

- Simultaneously wanting and not wanting something

Or

- Wanting both of two incompatible things

MI and Ambivalence

Ambivalence is a normal part of the change process.

When people are ambivalent, often you'll hear two kinds of talk mixed together:

- 1. Change Talk:** a client's own statements that favor change, self-motivational statements
- 2. Sustain Talk:** the opposite of change talk, the client's own arguments for not changing and maintaining status quo

Responding to Ambivalence

Directing: the focus is determined by the coach

- Has serious limitations for promoting change

Following: entirely from what the client brings to each meeting

- Can be good for building engagement in initial conversations

Guiding: promotes a collaborative search for direction

- MI calls for this style of communication

The Heart of MI: Evoking

Evoking involves eliciting the client's own motivations for change

Personal changes requires the client's participation in a long-term process

Evoking Skills

Recognizing change talk when you hear it

(and knowing how to respond to it)

Recognizing sustain talk when you hear it

(understanding what it signifies and how to respond)

- Sustain talk is the hallmark of ambivalence

Preparatory Change Talk

Desire, Ability, Reasons, Need (D.A.R.N.)

- These reflect the pro-change side of ambivalence
- Considered “preparatory” because none of these, alone or together, indicate that change will happen

Mobilizing Change Talk (C.A.T.)

Commitment: signals likelihood of action:

“I will”; “I promise”; “I guarantee”; “I intend to”

Activation: movement toward but not quite a commitment:

“I’m willing to try”; “I am ready to”

Taking Steps: client has done something in direction of change:

“I didn’t snack any evening this past week”

**The amount of Change Talk
predicts behavior change**

O.A.R.S

- **Open-ended questions**
- **Affirming**
- **Reflective Listening**
- **Summarizing**

Ask Evoking Questions to D.A.R.N.

- **Desire:** “How would you like for things to change?”
- **Ability:** “Of the options you’ve considered, what seems most possible?”
- **Reasons:** “Why would you want to get more?”
- **Need:** “How serious is this to you?”

Ask Evoking Questions to D.A.R.N.

- **Querying extremes:** “What concerns you the most about....?”
- **Looking back:** “Do you remember a time when things were going well for you?”
- **Looking forward:** “Suppose you don’t make any change, what do you think the future would hold?”
- Explore broader goals and values

Slido – Open text response

- At your table, create open-ended questions that promote change talk.
- Make them realistic for clients at your organization.
- After each question, note the stage of change that the question is geared to:
- **Example:** Who do you think needs to make changes in this situation? (Pre-contemplation)

What Not to Ask

- Why haven't you changed?
- What keeps you doing this?
- Why do you ___?
- Why aren't you trying harder?
- When can't you _____?

Remember: when people feel defensive, sustain talk kicks in hard

Signs that clients are ready to transition to the planning stage of change

- Increasing change talk with noticeable strength in commitment (CAT language)
- Client has begun taking steps toward change
- Noticeable reduction in amount of sustain talk
- Client demonstrates resolve
- Client asks questions about change



Questions



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Statewide Training

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