

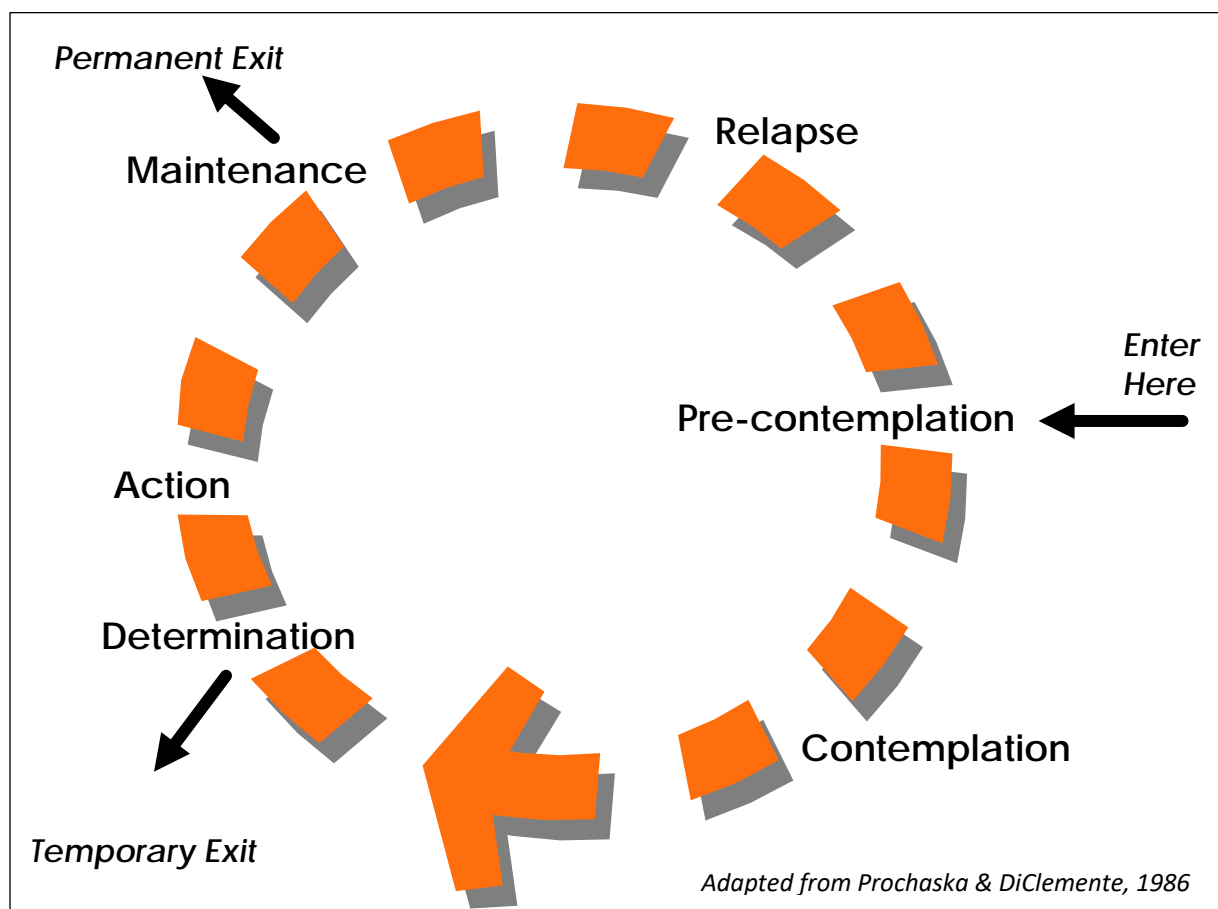


Individual Activity: Why is it so hard to change?

Think about two changes you have attempted in your life – one that you have achieved and one that you have not yet achieved and are still working on.

	Successful change	Still working on
What change have you attempted?		
What led you to the decision to attempt this change?		
What steps did you take to make the change?		
Did anyone help you in taking these steps?		
What evidence is there that the change has been successful?		
In what ways do you slip back into your old ways?		

Stage of Change Model



Pre-contemplation	<i>Not even considering change; happy with the way things are; or 'in denial'</i>
Contemplation	<i>In two minds; weighing the pros and cons of change versus staying the same; dilemma; internal conflict</i>
Determination	<i>Decision; commitment to change</i>
Action	<i>Act on decision; use strategies to make change</i>
Maintenance	<i>The change now becomes the norm; comfortable, easy and familiar</i>
Relapse	<i>Slip back into the old pattern; usually temporary; normal part of the process</i>

Prochaska's Stage of Change Model (Transtheoretical Model) considers the individual's readiness to adopt a new healthier behaviour. The model was initially developed in the context of self-directed smoking cessation and described the progressive modification of behaviours that were observed. It is widely used in health promotion.

The underlying assumption is that the driver for forward progression is a growing awareness that the advantages (the "pros") of changing outweigh the disadvantages (the "cons"), known as the *decision balance*.

Coupled with this is a belief that the individual has *self-efficacy*, which means they are capable of making and maintaining behavioural changes.



	Mentee behaviours	Coaching strategies
Pre – contemplation	<ul style="list-style-type: none"> Happy with the way things are No concerns Don't want change – don't see the need for change 	<ul style="list-style-type: none"> Raise awareness Ask questions – <i>“Do you have any concerns at all in this area?”</i> Encourage mentee to keep an open mind. Remind them of feedback of others. Explore: Have they dealt with changes in this area in the past and then not successfully implemented change? Why did this happen?
Contemplation	<ul style="list-style-type: none"> In two minds (ambivalent) Uncomfortable, in a dilemma Swings between two views – make change or stay the same Feels discouraged about change Barriers seem too great Disadvantages outweigh advantages 	<ul style="list-style-type: none"> Realise ambivalence is normal Validate the uncomfortable feeling – explore the reasons for it Weigh up the pros and cons of change vs. staying the same Do not pressure your mentee into making a decision before they are ready Do not encourage action prematurely
Determination	<ul style="list-style-type: none"> Feel like they need to do something about it Advantages of change now outweigh disadvantages Formulating decision about what to change May experience anxiety and trepidation, mixed with excitement and hope Becoming committed to the change 	<ul style="list-style-type: none"> Ask questions to assist mentee be specific about their decision - <i>“What exactly is it that you want to change?”</i> Write it down, then move on to Action stage to support the decision Do things to increase chances of a positive outcome and feelings of effectiveness eg acknowledge small wins Set up support systems
Action	<ul style="list-style-type: none"> Takes action to implement changes Uses strategies to make the change Wants support and encouragement in making changes 	<ul style="list-style-type: none"> Encourage action, don't just talk about it, do it Develop strategies to try and keep adding to them Monitor progress and make adjustments as necessary Encourage mentee to enlist the help of others Praise and encourage mentee
Maintenance	<ul style="list-style-type: none"> The changes have now become more natural and easier A new habit/pattern has been established Don't have to be actively managing the change but are still committed to the changes 	<ul style="list-style-type: none"> Continue to monitor progress Revisit original goals, adjust or set new ones
Relapse	<ul style="list-style-type: none"> The new way has become difficult and a slip up has occurred back to old ways Often feel bad but may be enjoying it as well Often feeling very guilty Can lose confidence in the process of change if you don't get back on track quickly May have lost sight of the original reasons for the change and need to re-establish these reasons by going back to the Contemplation stage 	<ul style="list-style-type: none"> Acknowledge relapse as a normal part of the process Don't indulge in blame and allow self-defeating attitudes Constructively problem solve by considering what can be learnt through the relapse and considering what could be done differently next time Revisit Contemplation stage and decide on reasons for change Recommit to the change/goal



Applying the Stage of Change Model

1. Discuss and explore the situation. Be sure to unpack all of the **Reality** around the situation. (From the **GROW** coaching model (**G**oals – **R**eality – **O**ptions – **W**ay forward) - Module 3A)

2. Identify where the mentee is positioned on the Stage of Change Model and describe why.

Pre-contemplation	Contemplation	Determination	Action	Maintenance	Relapse
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3. Consider coaching strategies from the table that may be appropriate and list them here:

4. Discuss with the mentee. Take it slowly – it may require a series of conversations over time.
When they are ready to explore options make notes here: