

Stages of Change

Stage	Looks like...	What to do...
Pre-contemplation	Just doing it	<p>Activity: Build the relationship Be caring and understanding Listen and be curious. What is important to them? Ask for permission and give little bit concerns</p> <p>Don't: Give advice Tell them what they should do OR Argue</p>
Contemplation	Doing it but having some second thoughts. Maybe questioning it	<p>Activity: Explore their goals/values. Encourage them to talk about what is really important to them. Have them talk about how the behavior may get in the way of their goals/values</p> <p>Don't: Push them to change. Argue or give advice "You know what you gotta do?"</p>

Stage of Change based on writings of Prochaska and DiClemente
LEAP based on writings of Xaviar Amador, PhD.

<p>Preparation</p>	<p>Thinking about making a change</p>	<p>Activity: Get them to talk about what they think they might try differently. Ask them what helped in the past. Offer little advice only with permission. Help them make a plan and get the support they feel they need. They gotta own it.</p> <p>Don't: Judge their ideas- it's all worth a try.</p>
<p>Action</p>	<p>Making some changes. Trying</p>	<p>Activity: Give support for all the small steps, Validate the difficulty of the changes. Help them to think what obstacles might come up and how they would handle it.</p> <p>Don't: Sell them on my idea you think will work better.</p>
<p>Maintenance</p>	<p>Got it now. Need to hang on to the changes</p>	<p>Activity: Help them talk about what they are getting (positive) from the change. Look for</p>

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		ways to keep it strong. Give them an open door for slips
Relapse	OOPS. Slip back into old behavior	Be encouraging. Listen, and validate. Help them talk about what lead up to the slip. Adjust the plan as needed and help support it.

RESPECT WHERE THEY ARE AT, NOT TRY TO
CHANGE THEM
THE DECISION IS ALWAYS THEIRS
ENCOURAGE NOT ADVICE
LISTEN TO UNDERSTAND NOT TO RE-LOAD

LEAP

LISTEN & LEARN: Be curious, like a reporter. You really want to understand what they are experiencing. You want understanding on what they are experiencing, not the same as what you experienced. Keep the focus on them and how they experience it.

EMPATHIZE: Get in touch with what they are feeling (even if you don't agree). "I hear your _____"

AGREE: Find the common ground. Listen for what motivates them. Look for points of partnership.

PARTNER with them: Once you have found the point of partnership, get behind it.

Build trust and openness by:

Listening without judging.

Not getting into advice giving. If you do then apologize and go back to listening.

Focus on them not you

Niele'ism: Be curious about what they feel about the issue, what they feel they can or cannot do. What motivates them. What is important or valuable to them. What they think about the issue.