

To Change or Not to Change: Is That the Question?

An Introduction to Readiness for Change



Paxton Change Solutions

Helping people and organizations intentionally change.

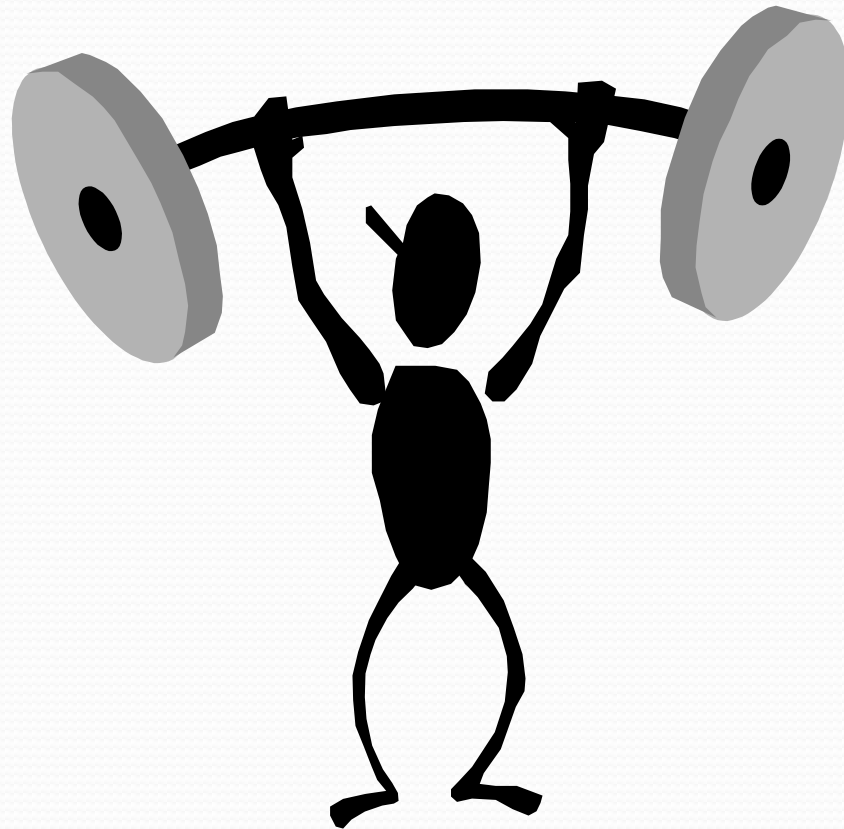
Bill Paxton, LMSW, MM

Senior Consultant

Phone 616.813.6286 ☐ Fax 855.521.3735

bill@paxtonchangesolutions.com ☐ paxtonchangesolutions.com

Group Exercise



Transtheoretical Model of Behavioral Change (TTM)

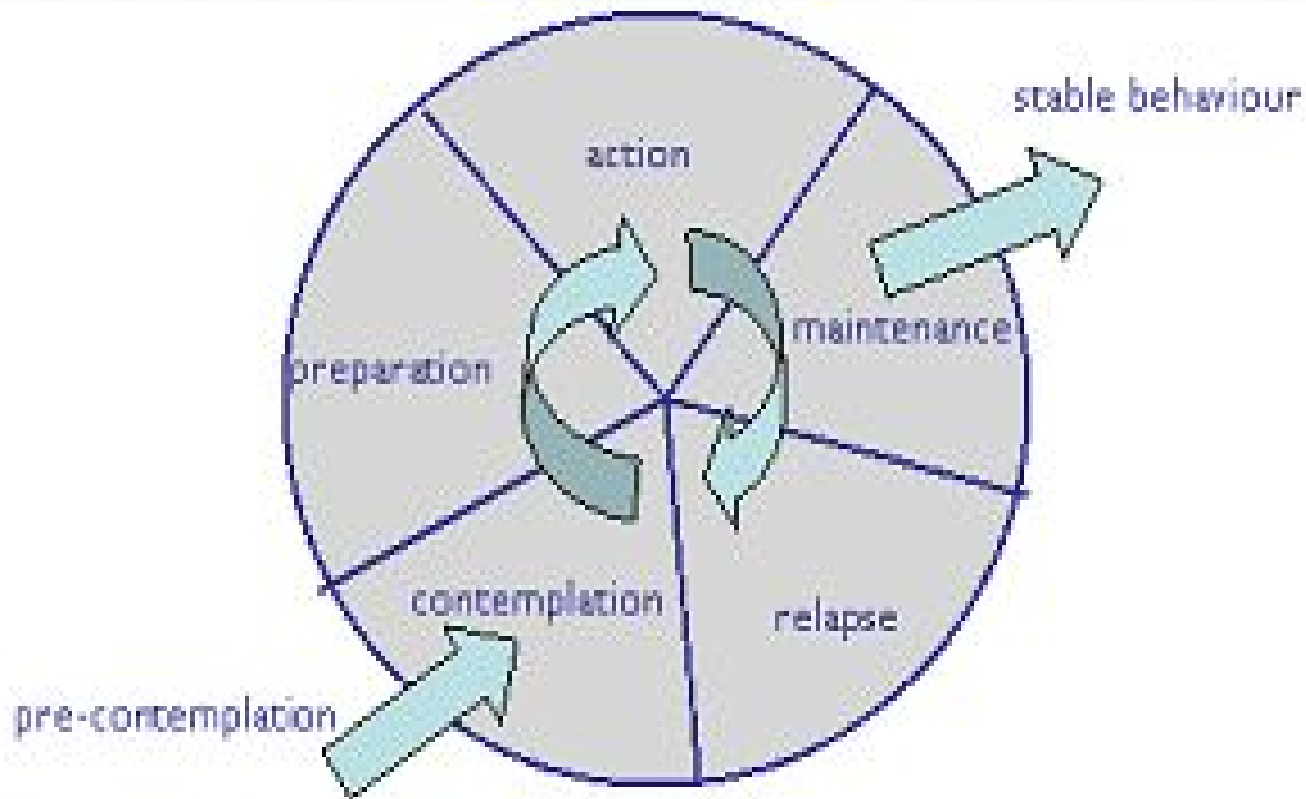
- Developed in the late 1970's and early 1980's by James Prochaska and Carlo DiClemente
- Prochaska and DiClemente were studying nicotine addictions, which led to the development of this model
- Often referred to as “Readiness for Change”
- Has been incorporated into many behavioral health interventions
- Different interventions are helpful in different stages

Stages of Change

- **Pre-contemplation-** issue is not acknowledged: does not want to quit
- **Contemplation-** issue is acknowledged, but individual is unsure about change: Might quit 1-6 months from now
- **Preparation-** individual has made plans for change: Actively planning to quit; has established a quit date
- **Action-** individual is making changes: actively quitting
- **Maintenance-** individual has maintained changes: Maintaining abstinence after 6 months
- **Relapse-** individual returns to former behaviors: smoking after quit date
- **Termination** – change is fully integrated: quitting considered permanent



Stages of Change



Stages of change model

Key Concepts

- Change comes from the individual
- Success is defined by meeting individual's goals; moving from one stage to the next is success
- Recognize the individual will make their own decisions
- Resistance is a natural part of change:
 - We all experience the stages of change
- Pick interventions related to the individuals' readiness for change



Group Exercise

Match the Quote with the Stage



1. “I quit for 5 months; can’t you give me credit for that?”
2. “I can’t see myself ever quitting; my grandfather smoked his entire life and he lived to be 92”
3. “I have decided to quit smoking the day we move into the new house – next month on the 15th.”
4. “I can have a cup of coffee now and not even think about a cigarette.”
5. “I don’t like the example I’m setting for my daughter, but I love having a cigarette after a meal.”
6. “The patch has really been helpful.”

Learning to Change?

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"I'm sorry, this isn't working. Can't you just teach me some more old tricks?"

Learning to Change?

- In your work or volunteer experience, what needs for behavioral change do you see presented?

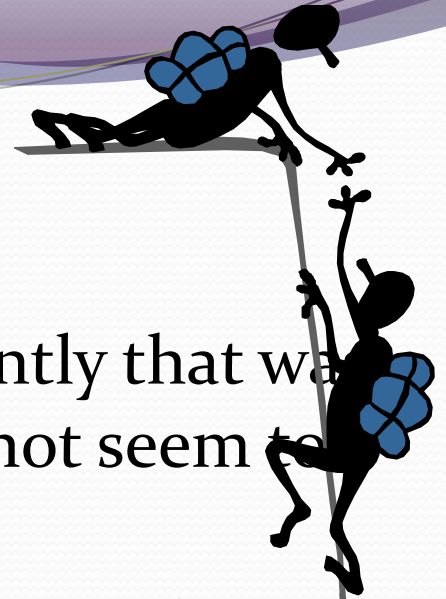
- Let's make a list!

Matching Interventions with Stages of Change

- ***Pre-contemplation***- finding something the individual wants to change
- ***Contemplation***- examining the ambivalence
- ***Preparation***- making plans
- ***Action***- identifying and completing tasks
- ***Maintenance***- review changes made
- ***Relapse***- examine the returning behaviors and identify the stage the person has returned to

Partner Discussion

- Think of a conversation you have had recently that was frustrating to you because the person did not seem to want to change.
- In reflecting on it now, in what stage of change do you think the person was?
- Considering their readiness for change, how do you think you could have handled it differently?
- Share your experience with your partner and get feedback.



Next Steps

- List three things that you found to particularly helpful today.
- List three actions that you will take in the next 45 days to more effectively integrate concepts you heard today into your interactions with others.

