



Enhancing Motivation

One of the best models for understanding motivation is the “transtheoretical model of change” or “stages of change” model. Key presuppositions of this theory are:

- Do not treat Sufferers like they are all in the “action” phase;
- Important to recognise which phase the Sufferer is in and approach them accordingly;
- Readiness for change is the extent to which the Sufferer has:
 - Contemplated the need for change;
 - A decision balance between the pros and cons of change;
- Motivation is a stage of readiness for change (not a personality trait!);
- Motivation is dynamic- it can fluctuate between times and situation, in either direction;
- Motivation to change is invoked, not imposed.

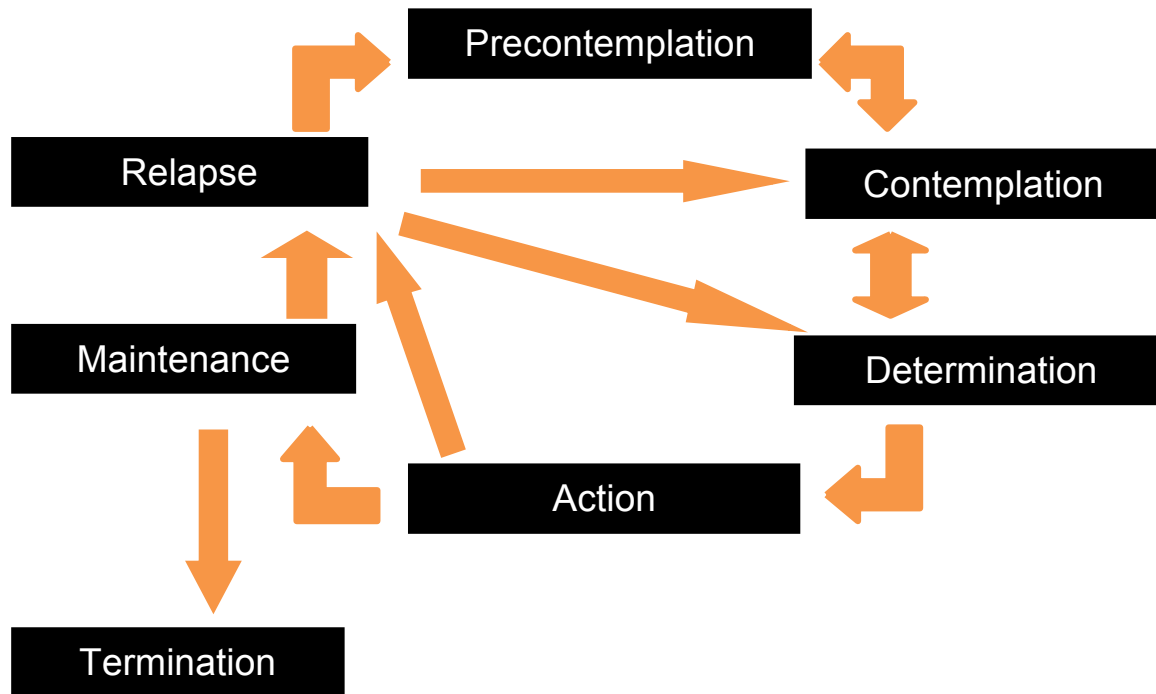
Key tools for Enhancing Motivation

Expressing empathy	<ul style="list-style-type: none"> ◇ Using active listening skills ◇ Acceptance and belief that ambivalence is normal ◇ Affirmation of where the Sufferer is at (not where they should be) ◇ Elicit Sufferer wants, expectations, beliefs, fears and hopes ◇ Reflect key messages ◇ Listen without interruption
Developing discrepancy	<ul style="list-style-type: none"> ◇ Create and amplify discrepancies between current wants, expectations, beliefs, fears compared to hopes and goals for the future “on the one hand...” ◇ Provide feedback ◇ Highlight consequences of no change ◇ Enable the Sufferer to come up with arguments for change
Avoid argumentation	<ul style="list-style-type: none"> ◇ Argumentation is likely to cause defensiveness or resistance ◇ Consider arguing as a signal to change approach ◇ Develop a partnership relationship with Sufferer ◇ Acknowledge and explore resistance using a facilitative “partnership” style



	<ul style="list-style-type: none"> ◇ Reframe resistance as ambivalence ◇ Reinforce that it is their decision to make change
Rolling with Resistance	<ul style="list-style-type: none"> ◇ Acknowledge obstacles ◇ Work together with Sufferer to manage obstacles <ul style="list-style-type: none"> ○ Reframing ○ Inviting perspective of Sufferer ○ Asking how goal can be achieved in spite of it ○ Asking how it can be used to an advantage ◇ Gain permission before offering advice- only give advice after actively encouraging the Sufferer to develop their own thoughts/ options/ choices ◇ Use solution focused questions
Support Self Efficacy	<ul style="list-style-type: none"> ◇ Changing is the responsibility of the Sufferer- reinforce this ◇ Sufferer must believe they can change- reinforce ◇ Explore past experiences of successful change ◇ Explore the various options to change ◇ Develop a “menu of change” options ◇ Assist the Sufferer in developing a plan for change ◇ Identify change resources

A model for the different stages of motivation a person might be at follows...



Moving Through the Stages of Change

Stage of Change	Description	Goal and Barriers	Tools
Pre-Contemplation	<ul style="list-style-type: none"> • Not considering change • Key Sufferer behaviours: Not even considering change • Remaining unaware of any need to change • Knowingly or unknowingly behaving in a way which is problematic to 	Goal: <ul style="list-style-type: none"> • To move to contemplation Barriers: <ul style="list-style-type: none"> • Knowledge of risk of consequences • Self efficacy 	<ul style="list-style-type: none"> • Express empathy • Develop discrepancy • Avoid argumentation • Raise doubt • Focus on Sufferers wants/ expectations/ beliefs and inconsistencies with

	others/ themselves	<ul style="list-style-type: none"> Contentment 	<p>problematic behaviour</p> <ul style="list-style-type: none"> Provide feedback Develop possibility of change
Contemplation	<ul style="list-style-type: none"> Considering change- ambivalent Key Sufferer behaviours: Becomes aware of the behaviour through feedback from a credible source Initial contemplation of change- begins to weigh up pros and cons of change 	<p>Goal:</p> <ul style="list-style-type: none"> Move to determination <p>Barriers:</p> <ul style="list-style-type: none"> Knowledge of risks/ consequences Self efficacy Contentment Indecisiveness 	<ul style="list-style-type: none"> Express empathy Develop discrepancy Avoid argumentation Roll with Resistance Support self efficacy Monitor readiness for change; pace approach for this Evoke reasons to change from Sufferer, explore risks of no change Help Sufferer to identify ambivalence towards change (pros and cons) Explore past successes with change Reinforce responsibility for change lies within Sufferer
Determination/ Preparation	<ul style="list-style-type: none"> Committed to change (but not changing) Key Sufferer behaviours: Decides pro's of change do/ could possibly outweigh the con's of change Is prepared to give change "a go" but the plan/ approach needs to be accessible, acceptable and appropriate to the person 	<p>Goal:</p> <ul style="list-style-type: none"> Move to action, design plan <p>Barriers:</p> <ul style="list-style-type: none"> Limited commitment Knowledge of options Making decisions about plans for change 	<ul style="list-style-type: none"> Support self efficacy Develop a menu of change options Match Sufferer to change strategy Reduce cons of change
Action	<ul style="list-style-type: none"> Has begun changing behaviour Key Sufferer behaviour: Begins to act in a new way 	<p>Goal:</p> <ul style="list-style-type: none"> Optimise plans, maintain changes <p>Barriers:</p>	<ul style="list-style-type: none"> Support self efficacy for change Develop menu of change options

		<ul style="list-style-type: none"> • Failure and disillusionment • Overconfidence 	<ul style="list-style-type: none"> • Help Sufferer take steps into action • Ensure obstacles are planned for
Maintenance	<ul style="list-style-type: none"> • Behaviour change is well-learned • Key Sufferer behaviour: • Behaves in a new way consistently over time but may relapse back to old habits if forgets to do the new behaviours • Comes up against obstacles or decide that the con's of change outweigh the benefits 	<p>Goal:</p> <ul style="list-style-type: none"> • Stable, new lifestyle; attainment of goals <p>Barriers:</p> <ul style="list-style-type: none"> • Major losses and stresses • Failure to attain original goals 	<ul style="list-style-type: none"> • Support self efficacy • Sustain behaviour change by helping Sufferer to identify and use strategies to avoid relapse • Prevent relapse by helping them to identify and use strategies to avoid relapse
Relapse	<ul style="list-style-type: none"> • Resumption of undesired behaviour • Key Sufferer behaviour: • A normal part of sustained change where the person returns to old behaviour • Relapse is a normal, expected stage of behaviour change 	<p>Goals:</p> <ul style="list-style-type: none"> • Identify relapse • Reframe as an opportunity to learn • Restage <p>Barriers</p> <ul style="list-style-type: none"> • History” 	<ul style="list-style-type: none"> • Express empathy • Develop discrepancy • Support self efficacy • Reframe relapse as a normal part of sustained change, “a learning exercise” • Renew process of contemplation
Termination/ Exit	<ul style="list-style-type: none"> • Relapse is highly unlikely • Key Sufferer behaviours: • New behaviour is maintained • New lifestyle is stable • Pre-contemplation about returning to behaviour 	<ul style="list-style-type: none"> • N/a 	<ul style="list-style-type: none"> • No more strategies needed! • Focus on another area of behaviour to change!