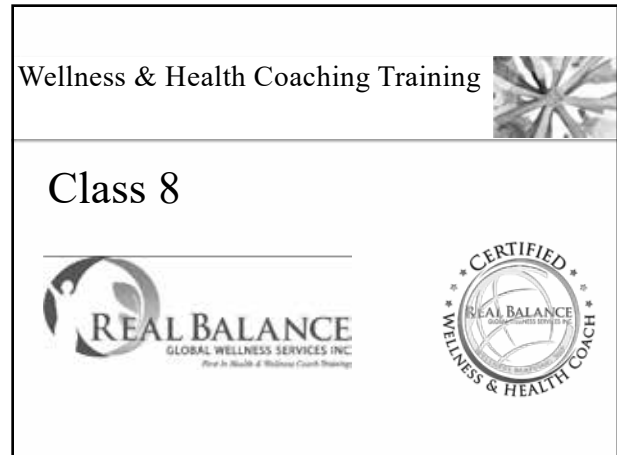




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2

Readiness For Change

- Wellness & Health Coaching and the Wellness Mapping 360™ Methodology helps participants move along the continuum of change from not thinking about change to taking action and maintaining change.

"Change is a process, not an event"
"People don't change until they are ready to."
 -James Prochaska

3

Transtheoretical Model Of Change (TTM) Prochaska, DiClemente & Norcross

- Life & Business Coaching did not originally include TTM at all
- A thorough and accurate understanding of TTM is a vital part of H&W Coaching

4

Prochaska Resources

1994

2016

5

Stages Of Change

- Adoption/Termination
- Maintenance
- Action
- Preparation
- Contemplation
- Pre-contemplation

6

Stage of Change Can Be Different For Each Behavior

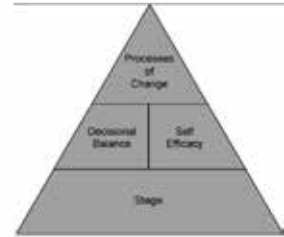


- People are not like a light switch – either “ready to change” or “not ready to change”
- There can be a different level of readiness for every behavior.
- Person who is in action on eating better, but in contemplation re: exercise

7

For People To Progress They Need:

- Awareness that “pros” outweigh the “cons” (Decisional Balance)
- Confidence they can make and maintain change over temptation (Self-Efficacy)
- Strategies to make and maintain change (The Process of Change)



8

Meeting The Client Where They Are At!

- Most programs use an “Action Model”
- Only 20% of people are in the Action Stage re: changing any particular behavior
- Our job is to meet the other 80% where they are at and COACH them!



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1. Pre-Contemplation



COACHING IT UP:

Increase Awareness - The initial exploration and assessment phase of coaching can often help a person to discover this lack of awareness about a particular behavior or behaviors.

Use of informal and formal wellness assessments often stimulate the person into awareness.

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1. Pre-Contemplation



COACHING IT UP:

Clients in Pre-contemplation are usually quite discouraged, often have low self-efficacy.

The Three D's of Pre-contemplation

- Don't know how
- Demoralization
- Defending (making the case for why they can't change and justifying their current behavior; blaming)

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1. Pre-Contemplation




COACHING IT UP:

- Meet your client with compassion not judgement their point of view.
- Help client gain new perspectives, use reframing.
- Challenge assumptions “How do you know that to be true?”
- Emphasize the pros of change, don't focus on the cons.
- Listen for change talk.
- Coach for greater awareness (*consciousness raising*), building a sense of hopefulness, self-efficacy and coping strategies.
- Coach to show client how change is a process, not an event.

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1. Pre-Contemplation




COACHING IT UP:

- Moving out of precontemplation is about moving onto contemplation, not action. This happens when pros and cons are about equal.
- When people have success in one area, they may have increased hopefulness and self efficacy to make changes in another area.

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2. Contemplation



COACHING IT UP:

- **This involves weighing the pros & cons.** Engage in extensive coaching conversations looking at risks vs. benefits and mixed feelings about change to increase the pros and decrease the cons.
- The coach-approach helps the person examine how their current behavior is working for them, or against them.
- Explore anticipated barriers to change.

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Decisional Balance: Making The Case For Change

(Prochaska & TTM)

- Ambivalence affects readiness.
- “People tend to underestimate the benefits of change and overestimate the costs.”
- Empathically assisting clients to **weigh the pros and cons** can help them identify discrepancy.

15

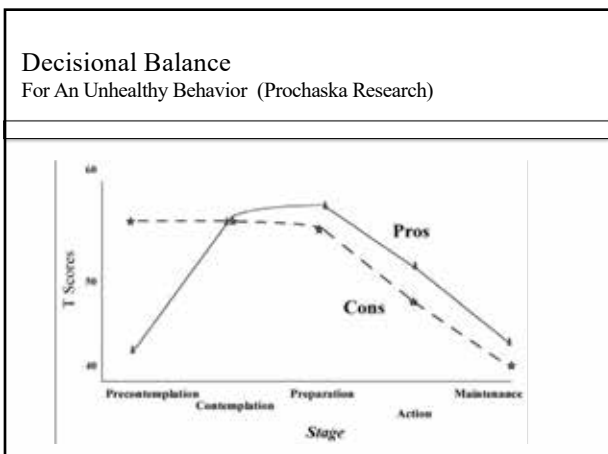
2. Contemplation



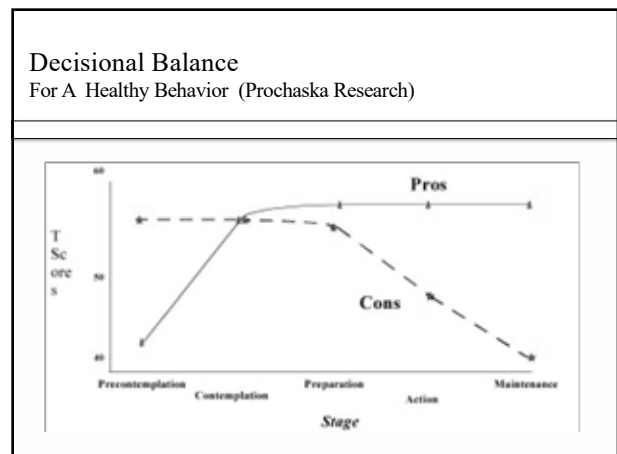
COACHING IT UP:

- **The two D's of contemplation**
Doubt
Delay
- The ultimately critical area of motivation, both internal and external is explored through the Coaching Conversation.

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17



18

3. Preparation




COACHING IT UP:

- Helping a client move from contemplation to preparation can be a huge accomplishment in itself. When people move up just one stage they DOUBLE their chances of taking action!
- Sometimes we feel we fail when we cannot get a contemplator to jump into action. Inadequate preparation leads to failure far too often.
- **The D of preparation**
Dread of failure

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3. Preparation




COACHING IT UP:
The new “action” can be the preparatory steps of:

- gaining information,
- checking out resources,
- gaining support ahead of time, etc.

Agreements to do so can be developed in the coaching and methods of accountability set up so follow through by the client is maximized.

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4. Action




COACHING IT UP:

The coach ensures that the action taken is one that the client feels is entirely congruent with who they are, and how ready for change they are.

Coaches can challenge the “forever-preparing-client” to take action at a level they believe will work and then be a strong support during the process. *“How will you know that you know enough?”*

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4. Action



COACHING IT UP:

Action Steps as part of an overall Wellness Plan are co-created.

Tracking behavior begins.


Coaching accountability methods insure follow through.

When the client fails to follow through, exploration of motivation, etc. can be of vital importance

Develop “relapse strategies” preemptively!

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5. Maintenance



COACHING IT UP:


The wellness coach can play a vital role of support and accountability here.

Often the client has never been successful at maintaining a change by themselves.

Having a true ally in their coach, their chances of success improve dramatically.

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5. Maintenance



COACHING IT UP:

Life events often set back progress in this stage.

Strategize with your client to overcome barriers.

When the client spirals back to an earlier stage on a particular behavior, the coach can follow this process and help the client to re-set their goals based on the stage they are now in.

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5. Maintenance



COACHING IT UP:

Coaching accountability methods ensure follow through.

TRACKING becomes VITAL here for success and avoiding self-deception.

When the client fails to follow through, exploration of motivation, etc. can be of vital importance.

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6. Termination - Adoption



COACHING IT UP:

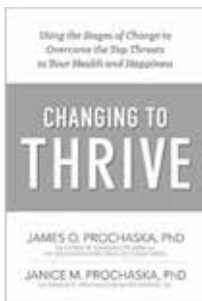
The coaching process helps the person know when they have gotten where they wanted to go!

The coach helps the client make distinctions between termination and on-going maintenance

Is tracking still needed as much?

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TTM Criteria For Termination



1. Zero temptation to return to the problem behavior (smoking, overeating, etc.)
2. Full confidence (self-efficacy) they will not relapse to old behaviors
3. So comfortable with the change that they no longer have to make any efforts to avoid relapse

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6. Termination - Adoption



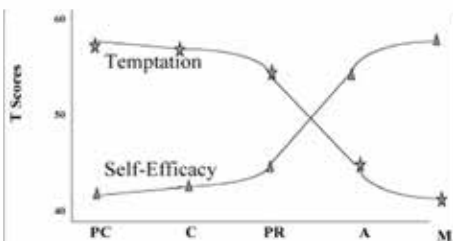
COACHING IT UP:

The coaching process helps the client focus on other behaviors they are working on and/or helps them become clear what they want to work on next.

Coaching helps the client work towards independence and self-sufficiency – the termination of coaching and real adoption of a new behavior!

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Temptation & Self-Efficacy



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Preventing “Relapse” Managing Distress

- Distress = #1 predictor of relapse – Plan For It!
- “What will you do when...?”
 - I’ll increase exercise
 - I’ll practice relaxation
 - I’ll connect with others



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Determining Readiness A Simple Way That Works

1. Haven't even thought of...
2. Have given it some thought...
3. Have started preparing...
4. Am already taking some action...
5. Have made change... want help maintaining



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The Foundations of Change

- Self-esteem – self-worth.
- Self-efficacy –

“To what degree do I believe I can affect my own health?”



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Factors Affecting Readiness- Combining Prochaska and Albert Bandura



For change adults need to:

1. Be ready
2. See benefits outweigh risks
3. Have resources & opportunity
4. Have time & energy
5. Have support of others
6. Believe in their own capacity
7. Have adequate self-esteem

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Readiness for Lifestyle Change Scale[©]

Michael Arloski, Ph.D., PCC, and RBGWS, Inc.

10 item scale in Coach Center

1. I am ready to make the changes needed in this area of my life.
2. I am capable of making the changes needed in this area of my life.
3. I believe making these changes will improve my life.



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Readiness for Lifestyle Change Scale[©]

Michael Arloski, Ph.D., PCC, and RBGWS, llc.

4. I have the resources and opportunities that will make this change possible.
5. Making the changes in this area of my life is worth the time and effort.
6. I have the time to invest in making the changes needed in this area of my life.

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Readiness for Lifestyle Change Scale[©]

Michael Arloski, Ph.D., PCC, and RBGWS, llc.

7. I am excited to make the changes in this area of my life.
8. I am fearful of what might happen if I do not make the changes in this area of my life.
9. My environment supports me in making the changes in this area of my life.
10. I am choosing to make the changes to this area of my life.

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Readiness For Change



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