

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text is centered on the slide.

HOW PEOPLE CHANGE

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COUN 533:

SPRING 2016

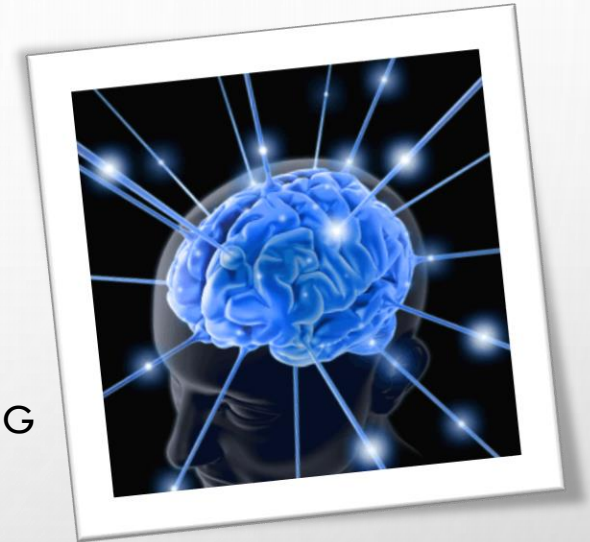
WHAT IS CHANGE AND HOW DO HUMAN BEINGS ACCOMPLISH IT?

- THE BASIC DEFINITION OF *CHANGE* IS, “TO BECOME DIFFERENT”.
- THERE ARE FOUR KEY FACTORS THAT DETERMINE SUCCESSFUL OUTCOMES IN COUNSELING (I.E. CHANGE):
 - CLIENT FACTORS
 - THE THERAPEUTIC ALLIANCE (RELATIONSHIP)
 - CLIENT EXPECTANCY/HOPE
 - THEORY/TECHNIQUE UTILIZED
- IN COUNSELING/THERAPY, CHANGE OCCURS WHEN THE CLIENT/STUDENT:
 - IDENTIFIES A PROBLEM
 - DEFINES THEIR OWN MEANING OF SUCCESS IN ADDRESSING THE PROBLEM
 - BELIEVES THEY CAN ACHIEVE THEIR VERSION OF SUCCESS (HOPE)
- THERE ARE SEVERAL COUNSELING THEORIES/MODELS THAT FOCUS ON THE CHANGE PROCESS, WE WILL FOCUS ON THREE OF THEM:
 - THE THREE PRINCIPALS
 - MOTIVATIONAL INTERVIEWING
 - TRANS-THEORETICAL MODEL



THE THREE PRINCIPALS

- WE CREATE LIFE FROM THE INSIDE-OUT THROUGH –
 - MIND: ENERGY AND INTELLIGENCE THAT PROVIDES –
 - THE CAPACITY TO GROW AND CHANGE AS THE NORMAL, NATURAL WAY OF BEING
 - THOUGHT:
 - WE HAVE THE CAPACITY TO CREATE ANY THOUGHT, AND THESE THOUGHTS CREATE THE ONLY REALITY WE CAN KNOW IN A GIVEN MOMENT
 - CONSCIOUSNESS :
 - BRINGS OUR THINKING TO LIFE, AND MAKES OUR THOUGHTS APPEAR REAL



THE THREE PRINCIPALS AND CHANGE

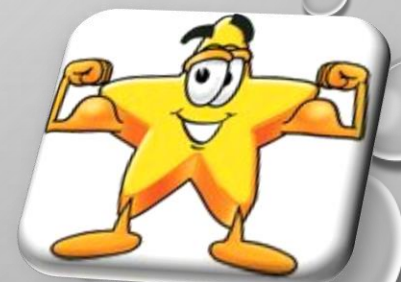
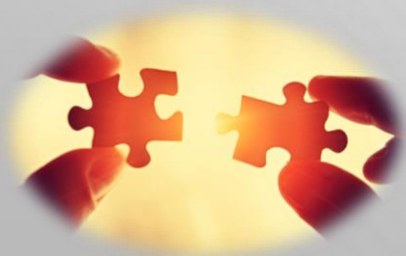
ACCORDING TO THE THREE PRINCIPALS:

- PEOPLE CHANGE WHEN:
 - THEY DETERMINE A PERSONAL NEED AND DESIRE TO DO SO.
 - THEY BEGIN TO UNDERSTAND THAT THEIR EMOTIONS ARE DIRECTLY RELATED TO THEIR OWN THOUGHTS, RATHER THAN EFFECTS OF OUTSIDE INFLUENCES.
- COUNSELORS CAN FACILITATE CLIENT/STUDENT CHANGE BY:
 - ESTABLISHING A POSITIVE THERAPEUTIC ALLIANCE (WHICH COMES WITH UNCONDITIONAL POSITIVE REGARD).
 - HELPING THE CLIENT/STUDENT UNDERSTAND THE CONCEPT OF MINDFULNESS
 - HELPING THE CLIENT/STUDENT UNDERSTAND THE CONNECTION BETWEEN OUR THOUGHTS AND OUR FEELINGS: WHAT WE THINK CREATES WHAT WE FEEL.
- IN ORDER TO REDUCE A CLIENT'S/STUDENT'S RESISTANCE TO CHANGE, COUNSELORS SHOULD:
 - HELP THEM UNDERSTAND THE DEEP CONNECTION BETWEEN OUR THOUGHTS AND OUR EMOTIONS.
 - CREATE A THERAPEUTIC SPACE CONDUCIVE TO SELF-EXPLORATION: I.E. I WOULD NOT WANT TO *TELL* THEM WHAT THEY NEED TO CHANGE, BUT RATHER PROVIDE THEM A SAFE PLACE IN WHICH THEY CAN IDENTIFY THEIR OWN "PROBLEMS" AND DETERMINE THEIR OWN DESIRE TO CHANGE.



MOTIVATIONAL INTERVIEWING

- **“MOTIVATIONAL INTERVIEWING IS A COLLABORATIVE CONVERSATION STYLE FOR STRENGTHENING A PERSON’S OWN MOTIVATION AND COMMITMENT TO CHANGE” (MILLER & ROLLNICK, P. 12, 2013).**
- THERE ARE FOUR VITAL ASPECTS OF THE SPIRIT OF MOTIVATIONAL INTERVIEWING:
 1. PARTNERSHIP: MI IS NOT AN ACT DONE “TO” A CLIENT, BUT RATHER A PROCESS EXPERIENCED **WITH** ANOTHER EXPERT (HUMAN BEINGS ARE EXPERTS ON THEIR OWN LIVES).
 2. ACCEPTANCE: IN MI, THE INTERVIEWER MUST POSSESS AN ATTITUDE OF “PROFOUND ACCEPTANCE FOR WHAT THE CLIENT BRINGS” (MILLER & ROLLNICK, P. 16, 2013). THIS DOES NOT MEAN THE INTERVIEWER/COUNSELOR MUST APPROVE, THEY MUST SIMPLY ACKNOWLEDGE EACH PERSON’S ABSOLUTE WORTH, POSSESS AND DISPLAY ACCURATE EMPATHY, “HONOR AND RESPECT” EACH PERSON’S AUTONOMY, AND AFFIRM EACH CLIENT’S STRENGTHS AND EFFORTS (MILLER & ROLLNICK, P. 17 – 19, 2013).
 3. COMPASSION: IN MI, THE INTERVIEWER MUST ALWAYS “PROMOTE (THEIR CLIENT’S) WELFARE AND GIVE PRIORITY TO THEIR NEEDS” (MILLER & ROLLNICK, P. 20, 2013).
 4. EVOCATION: THE INTERVIEWER DOES NOT PATHOLOGIZE THE CLIENT, BUT RATHER WORKS TO HELP THEM EVOKE THE STRENGTH AND POWER THE CLIENT ALREADY POSSESSES TO MAKE THE CHANGE THEY SEEK.
- OARS: MI UTILIZES SEVERAL CORE INTERVIEWING SKILLS:
 1. OPEN ENDED QUESTIONS: THESE TYPES OF QUESTIONS INVITES THE CLIENT TO THINK BEFORE ANSWERING AND PROVIDES PLENTY OF LATITUDE FOR HOW TO ANSWER.
 2. REFLECTING: REFLECTING THE CLIENT’S FEELINGS AND THE CONTENT OF WHAT THEY HAVE SHARED IS A FOUNDATIONAL COMPONENT OF ANY COUNSELING RELATIONSHIP, AND THE SAME IS TRUE FOR MI.
 3. AFFIRMING: ACCENTUATES THE POSITIVE IN THE CLIENT.
 4. SUMMARIZING: SUMMARIZING LETS THE CLIENT KNOW THE INTERVIEWER HAS BEEN LISTENING AND UNDERSTANDING WHAT THEY HAVE SHARED.
- VALUES AND GOALS: A SIGNIFICANT COMPONENT OF MI IS CLIENT IDENTIFICATION OF THEIR OWN VALUES AND GOALS – THOSE THINGS IN LIFE THAT MATER TO THEM, THAT CARRY IMPORTANCE.
- STRENGTHS: MI WORKS TO HELP CLIENTS IDENTIFY AND USE THEIR OWN INTRINSIC STRENGTHS TO BRING THEM CLOSER TO THE CHANGE THEY SEEK.



MOTIVATIONAL INTERVIEWING AND CHANGE

- PEOPLE CHANGE WHEN:
 - THEY IDENTIFY A PROBLEM IN SOME ASPECT OF THEIR LIVES.
 - THEY IDENTIFY A REASON TO CHANGE.
 - THEY ARE MOTIVATED TO MAKE THE CHANGE.
 - THEY ARE CONFIDENT IN THEIR ABILITY TO CHANGE.
 - THEY MAKE A COMMITMENT TO CHANGE.
- COUNSELORS CAN FACILITATE CLIENT/STUDENT CHANGE BY:
 - ASSISTING THEM IN IDENTIFYING THEIR OWN STRENGTHS AND VALUES.
 - IDENTIFYING BOTH CHANGE TALK AND SUSTAIN TALK DURING SESSIONS, AND ELICITING INCREASED CHANGE TALK.
 - ASSISTING THEM IN GAINING/INCREASING BOTH MOTIVATION AND CONFIDENCE TO MAKE THE CHANGES THEY IDENTIFIED AS NECESSARY IN THEIR OWN LIFE.
- IN ORDER TO RESIST A CLIENT'S/STUDENT'S RESISTANCE TO CHANGE, COUNSELORS:
 - SHOULD BE MINDFUL IN THE WAY WE SPEAK AND ENGAGE WITH THE CLIENT.
 - MUSTN'T PUT OUR OWN VALUES AND DESIRES ONTO THE CLIENT, BUT RATHER ASSIST THE CLIENT IN IDENTIFYING THEIR OWN DESIRE, MOTIVATION, AND CONFIDENCE TO CHANGE.
 - MUST MEET THE CLIENT/STUDENT WHERE THEY ARE AT.



motivation



commitment

TRANSTHEORETICAL MODEL OF CHANGE (TTM)

- THE HEART OF TTM IS ITS FOCUS ON THE STAGES IN WHICH HUMAN BEINGS EXPERIENCE CHANGE.
- THE STAGES OF CHANGE ARE “ORDERED CATEGORIES ALONG A CONTINUUM OF MOTIVATIONAL READINESS TO CHANGE A PROBLEM BEHAVIOR” (THE UNIVERSITY OF RHODE ISLAND, CANCER PREVENTION RESEARCH CENTER).
- “TRANSITIONS BETWEEN THE STAGES OF CHANGE ARE EFFECTED BY A SET OF INDEPENDENT VARIABLES KNOWN AS THE PROCESS OF CHANGE. TTM ALSO INCORPORATES A SERIES OF INTERVENING OR OUTCOME VARIABLES. THESE INCLUDE DECISIONAL BALANCE (THE PROS AND CONS OF CHANGE), SELF-EFFICACY (CONFIDENCE IN THE ABILITY TO CHANGE ACROSS PROBLEM SITUATIONS), SITUATIONAL TEMPTATIONS TO ENGAGE IN THE PROBLEM BEHAVIOR, AND BEHAVIORS WHICH ARE SPECIFIC TO THE PROBLEM AREA. ALSO INCLUDED AMONG THESE INTERMEDIATE OR DEPENDENT VARIABLES WOULD BE ANY OTHER PSYCHOLOGICAL, ENVIRONMENTAL, CULTURAL, SOCIOECONOMIC, PHYSIOLOGICAL, BIOCHEMICAL, OR EVEN GENETIC VARIABLES OR BEHAVIOR SPECIFIC TO THE PROBLEM BEING STUDIED” (THE UNIVERSITY OF RHODE ISLAND, CANCER PREVENTION RESEARCH CENTER).

- THE STAGES OF CHANGE:

- PRE-CONTEMPLATION: DENIAL, “NO”, HAS NOT YET IDENTIFIED A PROBLEM, OR REASON TO CHANGE
- CONTEMPLATION: CONSIDERS THAT THERE MAY BE A PROBLEM, BUT IS AMBIVALENT ABOUT IT
- PREPARATION: ACKNOWLEDGES A REASON TO CHANGE (PROBLEM), IS MOTIVATED TO MAKE THE CHANGE, PLANS
- ACTION: DOING IT!!! TAKING THE STEPS NECESSARY TO ACHIEVE THE DESIRED OUTCOME
- MAINTENANCE: LIVING IT!!! SUCCESSFULLY MADE THE CHANGE AND CONTINUES DOING THE WORK!



TTM AND THE PROCESS OF CHANGE

- HOW DO PEOPLE CHANGE:

- PEOPLE CHANGE THROUGH STAGES.
- IN THE BEGINNING OF THE CHANGE PROCESS, THEY MAY NOT YET SEE A NEED OR REASON FOR CHANGE (PRE-CONTEMPLATION).
- ONCE THEY IDENTIFY A PROBLEM (OR REASON TO CHANGE), THEY BEGIN TO TAKE ACTION STEPS THAT BRING THEM CLOSER TO THEIR SELF-IDENTIFIED GOAL/CHANGE.
- THE STAGES OF CHANGE ARE NOT LINEAR, HOWEVER; OFTEN TIMES, PEOPLE MOVE BACK AND FORTH BETWEEN THE VARIOUS STAGES WHILE WORKING TOWARDS CHANGE.

- COUNSELORS CAN FACILITATE CLIENT/STUDENT CHANGE BY:

- ACCURATELY IDENTIFYING WHICH STAGE OF CHANGE THEY ARE CURRENTLY IN.
- SUPPORTING THEM APPROPRIATELY WITHIN THAT STAGE.
- USING TECHNIQUES/STRATEGIES APPROPRIATE FOR EACH STAGE OF CHANGE.

- IN ORDER TO RESIST A CLIENT'S/STUDENT'S RESISTANCE TO CHANGE, COUNSELORS MUST:

- TREAT CLIENTS AS THE EXPERTS IN THEIR OWN LIVES.
- IDENTIFY THE STAGE OF CHANGE THE CLIENT IS CURRENTLY WORKING WITHIN.
- WORK WITH THEM IN THAT STAGE, NOT ATTEMPTING TO PUSH THEM INTO THE NEXT STAGE OF CHANGE.



THE END

NOT REALLY...

“Nothing endures but change” - Heraclitus Ephesus

“The curious paradox is when I accept myself just as I am, then I can change” - Carl Rogers

“Change your thoughts and you change your world.” — Norman Vincent Peale

“All great changes are preceded by chaos.” — Deepak Chopra

WORKS CITED

MILLER, W.R., & ROLLNICK, S. (2013). *MOTIVATIONAL INTERVIEWING: HELPING PEOPLE CHANGE*. NEW YORK, NEW YORK: THE GUILFORD PRESS.

THE UNIVERSITY OF RHODE ISLAND, CANCER PREVENTION RESEARCH CENTER. RETRIEVED FROM [HTTP://WEB.URI.EDU/CPRC/SUMMARY-OVERVIEW/](http://web.uri.edu/cprc/summary-overview/)