Slide 2 - Objectives

In this training we will address the stages of change. By the end of this training you will be able to:

- Identify the five stages of change.
- Recognize how an FCM can assist individuals and families through each stage of change.
- Recognize the frequent occurrence of relapse.
- Identify how an FCM might assist individuals and families in the event of a relapse.

Slide notes

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As you view this training, you will complete the Stages of Change Worksheet questions located in the front section of your Engagement and Interviewing Manual.

Locate the Engagement and Interviewing Manual now to complete the worksheet.

You will see this icon appear on a slide when you are required to write an answer on your worksheet.

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There can be obstacles to change.

- Families or individuals might not want to change.
- Families or individuals might think they don’t need to change.
- Family and individual supports might not want their loved ones to change.

- Families and individuals might not know how to change.
- Change takes time.
- Change is a process.
- Change takes place in stages.

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- Change takes place in stages.
Today, we will address the stages of change that people go through as they make changes in their lives. We will use Prochaska and DiClemente’s model of change to identify the stages of change, the characteristics of each stage, and the obstacles that families might face in each stage.

You will be able to use this information as an FCM to help individuals and families make changes and address obstacles to change that families might encounter.
Stage 1: Pre-contemplation

Many individuals at this stage are unaware of their problems. They have no awareness of a need to change.
Slide 8 - Stage 1: FCM Assistance

How FCMs can assist families or individuals at this stage:

- Increase client's awareness of the problem.
- Encourage evaluation of current behavior.
- Ask each family member to describe his/her perspective of the underlying need/problem.
- Help individuals see the discrepancy between what they say, what they do, the outcomes they want, and the outcomes they are getting.
- Recognize each person will be ready to commit to change at his/her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.

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Reflection Question: How can an FCM raise awareness to a family member about a concerning behavior?
Stage 2: Contemplation

The stage at which individuals are aware that a problem exists and are thinking about addressing the problem, but they have not yet made a commitment to change. At this stage individuals are evaluating the consequences of change.
How FCMs can assist families or individuals at this stage:

- Validate ambivalence and lack of readiness.
- Help individuals and families develop a reason for changing.
- Recognize the feelings of confusion, vulnerability, and loss of control.
- Help individuals and families identify their strengths.
- Emphasize a person’s free choice, responsibility, and self-efficacy for the change.
- When appropriate, help individuals and families think through consequences of not changing.
- Recognize each person will be ready to commit to change at his/her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.

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Note:

Due to the likelihood of resisting change or relapsing into problematic behaviors, having a working agreement with individuals or families becomes even more important. Family Case Managers want their families to have open dialogue about the challenges they face.

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Reflective Question: How can an FCM support an individual or family who is contemplating change?
Stage 3: Preparation

The stage at which someone is planning to make changes within the near future. They are seeking information about change, and making plans for change.
How FCMs can assist families or individuals at this stage:

- Help individuals or families reflect on past success.
- Help identify and strengthen social supports.
- Encourage small initial steps for immediate success.
- Describe and view the situation from a positive perspective.
How FCMs can assist families or individuals at this stage:

- Recognize each person will be ready to commit to change at his or her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.

- Recognize that the new behavior might not be as comfortable or initially beneficial as imagined.

Slide notes

How FCMs can assist families or individuals at this stage:

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- Recognize that the new behavior might not be as comfortable or initially beneficial as imagined.
Slide notes
Reflection Question: How would you help individuals or families transition through this stage?
Stage 4: Action

The stage in which individuals modify their behavior, experience, or environment in order to make a change. The action stage is where individuals build patterns of new behavior.

Action involves the most significant behavioral change and requires considerable commitment of time and energy.
Slide notes

How FCMs can assist families or individuals at this stage:

- Acknowledge difficulties associated with making changes.
- Recognize each person will be ready to commit to change at his/her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.
- Validate feelings of loss and reiterate long-term benefits.
How FCMs can assist families or individuals at this stage:

- Help the individual to determine ways to use both informal and formal supports on an ongoing basis.
- Help the person develop the new skills that may be necessary to maintain the new behavior.
- Verbally reinforce client’s success along the way.
- Help client restructure environment to avoid temptations to revert back to former behaviors.

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Slide 24 - Reflective Question - 7

REFLECTIVE QUESTION:

• What are some ways that you have observed that an FCM can monitor an individual's or family's change progress?

Slide notes

Reflection Question: What are some ways that you have observed that an FCM can monitor an individual's or family's change progress?
Stage 5: Maintenance

The stage at which individuals commit to sustaining new behavior for long-term success.
How FCMs can assist families or individuals at this stage:

- Begin to identify ways to lessen the FCM’s role and increase informal supports.
- Recognize each person will be ready to commit to change at his/her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.
- Help to determine ways to use both informal and formal supports on an ongoing basis.

Slide notes

How FCMs can assist families or individuals at this stage:
- Begin to identify ways to lessen the FCM’s role, and increase informal supports.
- Recognize each person will be ready to commit to change at his or her own pace, but also work to keep individuals and families mindful of Indiana Department of Child Services timeframes.
- Help to determine ways to use both informal and formal supports on an ongoing basis.
How FCMs can assist families or individuals at this stage:

- Validate feelings of loss and reiterate long-term benefits.
- Help the individual or family to develop the new skills that may be necessary to maintain the new behavior.
- Help the individual or family to recognize triggers and have a plan in place in case triggers should arise.

Slide notes

How FCMs can assist families or individuals at this stage:

- Validate feelings of loss and reiterate long-term benefits.
- Help the individual or family to develop the new skills that may be necessary to maintain the new behavior.
- Help the individual or family to recognize triggers, and have a plan in place in case triggers should arise.
Reflection Question: What does someone need to do to maintain a new desired behavior?
Note:

Change is difficult and often individuals resume their previous behaviors. This is called Relapse. Relapse can happen at any stage. Relapse is common with any attempt for change.

Slide notes

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How FCMs can assist families or individuals if relapse occurs:

- Evaluate trigger for relapse.
- Re-assess barriers to change.
- Revisit and reaffirm goals or revisit and re-evaluate goals.
Reflection Question: How would an FCM help an individual or family recover from a relapse? List a few steps you would take.
Thank you for taking the Engagement and Interviewing: Stages of Change training. ELM will reflect your completion of this training within 24-48 hours.

Developed and presented by the Indiana Child Welfare Education and Training Partnership

Designed by: Crystal Offutt

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