

SOCIAL AND EMOTIONAL

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Stages of Change

Rationale

People typically do not change until they can see a reason to change. When they do seek to change, they may go through several stages. Think of significant changes you have made in your life. Did you have a reason to change? What was your motivation? Did the change become a natural part of your life all at once, or did it require time and effort? Did it create anxiety and a desire to return to the way things were before? Understanding the process of change can help us be more patient with and influential in the lives of Deseret Industries associates.

Objective

Identify where the Deseret Industries associate is in the stages of change. Then strengthen his or her motivation to start or continue with positive changes.

Potential Discussion Items

- Referring to the stages of change (see the “Stages of Change” link in the Suggested Resources below), identify where the Deseret Industries associate likely is in the process for his or her selected behavior.
- Help the Deseret Industries associate to see some advantages of changing. This can be effectively done through skillfully asking questions such as:
 - What worries you about your current situation?
 - How would you like your circumstances to be different?
 - What are the main advantages or disadvantages of changing?
 - What would you be willing to try this week?
- Educate the Deseret Industries associate about the stages of change. (Remember that this will likely be beneficial, but it is usually not sufficient to motivate someone to make significant changes in his or her life.)
- Find ways to foster the Deseret Industries associate’s motivation to change. Study principles of shaping behavior and influencing change.
- Change can take time to implement and practice, so be patient and charitable in appropriately fostering accountability.
- Help the Deseret Industries associate to create action steps for small behavior changes he or she is willing and able to make right now. This will help prepare him or her for larger changes in life.
- Follow up daily or weekly on what the Deseret Industries associate committed to do.

Suggested Resources

- Change Anything: The New Science of Personal Success by Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillan, and Al Switzler (2011).
- ChangingforGood: A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward by James O. Prochaska, John C. Norcross, and Carlo C. DiClemente (2007).
- Influencer: The New Science of Leading Change by Joseph Grenny, Kerry Patterson, David Maxfield, Ron McMillan, and Al Switzler (2013).
- Motivational Interviewing: Helping People Change by William R. Miller and Stephen Rollnick (2013).



MENTOR

- General information about stages of change (herein called the “trans-theoretical model”): http://en.wikipedia.org/wiki/Stages_of_change.
- Information about motivational interviewing and how it facilitates change: <http://motivationalinterview.net>.
- “The Stages of Change”: <http://psychology.about.com/od/behavioralpsychology/ss/behaviorchange.htm>.



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