



Session Three Pre-work Assignments

- ☐ Write down any questions you may have from reflecting on Session Two to share with your facilitator.

Complete the following exercises:

- ☐ My Experience with Change
- ☐ Research the Sexual Harassment policies and procedures where you work.
- ☐ Read the Language of Recovery by William White.
- ☐ Read The Stages of Change.
- ☐ Read article, The Varieties of Recovery Experience: A Primer for Addiction Treatment Professionals and Recovery Advocates by William White, MA and Ernest Kurtz, Ph.D.

Session Three Agenda

- ⇒ Motivational Interviewing
- ⇒ Stages of Change
- ⇒ Stages of Recovery
- ⇒ Pathways of Recovery
- ⇒ Values and Differences
- ⇒ Stigma and Labels
- ⇒ Sharing Your Story
- ⇒ Self-disclosure

Session Three Pre-work Assignment: My Experience with Change

Think about a change that you made in your life. Then, in the space below, simply develop two lists – one of the supports that helped you make the change and one of the obstacles/barriers that made the change more difficult. These can be your thoughts and actions, the statements and actions of others, or environmental factors that existed at the time.

Supports	Obstacles

Session Three Pre-work Assignment: Stages of Change⁷

The Stages of Change are commonly used as a basis for developing effective behavior interventions. Whereas most may see the need to change a behavior as an event (quit smoking, drinking, etc.), this model shows that change is a process that goes through five stages. Change is often accompanied by supports and challenges, and by looking at the dynamics of the stages of change, we will better understand the process.

The five stages of change are:

1. Precontemplation
2. Contemplation
3. Preparation
4. Action
5. Maintenance

To support the implementation of the change plan, modifications of the plan as needed and development of new behaviors and attitudes conducive to change. The stages of change are considered cyclical and not linear with people moving back and forth between stages.

⁷ Adapted from Connors, Donovan & DiClemente, 2001; DiClemente, 2003

Stage	Common Characteristics	Recoveree Task	Recovery Coach Role
Precontemplation	<ul style="list-style-type: none"> No intent to change problem behavior. May be unaware behavior is a problem. May lack confidence to change behavior due to previous failed attempts. Tends to view behavior as having more positive than negative. Believe behavior to be under control or at least manageable. Defensive. Resistant to suggestions of problems created by the addiction. Uncommitted or passive in treatment. Avoids steps to change use associated with the addiction. Lacks awareness of the problem. Often pressured or mandated to seek treatment. 	<p>Precontemplation to Contemplation</p> <ul style="list-style-type: none"> Acknowledge the problem. Recognize the harm caused by the addiction. Increase awareness of negatives of the addiction. Begin building confidence and self-efficacy. 	<p>Precontemplation to Contemplation</p> <ul style="list-style-type: none"> Raise doubts. Increase concern and awareness associated with the addiction. Develop hope and optimism. Begin to develop discrepancy.
Contemplation	<ul style="list-style-type: none"> Considering change, has not yet initiated any change behavior. Considering implications and consequences of behavior. Starting to weigh the positives and negatives of the behavior. Typically seeks out relevant information about the target behavior. Seeking to evaluate and understand the addiction. Distressed about the addiction. Desire to exert control over the addiction. Thinking about making change. Have not started to make change. Not prepared to make change. 	<p>Contemplation to Preparation</p> <ul style="list-style-type: none"> Make a decision to act. Commit to change. Take first steps towards making change. Resolve ambivalence. 	<p>Contemplation to Preparation</p> <ul style="list-style-type: none"> Examine the impact of the addiction. Consider the pros and cons of the addiction in order to tip the decisional balance in favor of commitment to change.
Preparation	<ul style="list-style-type: none"> Getting ready to change, both the specific behavior and the attitude. Intends to change soon. May have already increased self-regulation around behavior. May be prepared to make small changes. May already be making small changes. Intending to change addictive behavior. Ready and committed to change. On the verge of taking action. Engaged in the change process. Ready to make firm commitments. 	<p>Preparation to Action</p> <ul style="list-style-type: none"> Establish priorities. Set goals for achieving change. Develop a plan for change. 	<p>Preparation to Action</p> <ul style="list-style-type: none"> Strengthen the commitment to change. Help develop an action plan and strategies that facilitate the desired change.

Stage	Common Characteristics	Recoveree Task	Recovery Coach Role
Action	<ul style="list-style-type: none"> Actively making change to target behavior. Modifying attitudes and responses to behavior. Learning skills to prevent relapse. Action stage typically lasts an average of 6 months in people working on an addiction. Decision to make change. Firm commitment to change. Involvement in process of change. Efforts to change behavior and environment. Motivated. Willing to follow suggested strategies and activities. 	Action to Maintenance <ul style="list-style-type: none"> Apply behavior change methods and techniques for at least 6 months. Develop self-efficacy. Refine change behavior. Actively meet recovery goals. 	Action to Maintenance <ul style="list-style-type: none"> Support the ongoing implementation and modification of the plan for change. Support development of new behaviors and attitudes conducive to change.
Maintenance	<ul style="list-style-type: none"> Sustains and strengthens changes addressing specific behavior. Practicing skills to prevent relapse. Establishing basic habits and rituals around modified behavior. Achieving change. Working to sustain change. Focus on avoiding relapse. May be experiencing anxiety and fear around relapse. Becoming aware of high risk situations and developing strategies to cope with them. 	Maintenance <ul style="list-style-type: none"> Develop routines. Become aware of the positives associated with the change. Practice healthy attitudes (gratitude, service, hope, encouragement, etc.). 	Maintenance <ul style="list-style-type: none"> Celebrate! Encourage. Reinforce positives. Notice the progress made by the recoveree. Focus on other quality of life issues.