



OVERVIEW

Prochaska is at the University of Rhode Island. He and two colleagues, John C. Norcross, Ph.D., and Carlo C DiClemente, Ph.D., studied more than 1,000 people who were successful self-changers. They believed that the secret to supported change lay in the knowledge and experience of those people who were able to initiate and maintain change themselves.

The result is a six-stage program for change which matches change strategies to the individual's stage of change. Their underlying thesis is that if you understand where you are in the change process you can "create a climate where positive change can occur, maintain motivation, turn setbacks into progress, and make new beneficial habits a permanent part of your life."

CHANGE

"ANY activity that you initiate to help modify your thinking, feeling, or behavior is a change process." (25)

"Research suggests that people are more likely to be successful in their change attempts when they are given two choices of how to pursue change rather than one; the success rate increases with three or more choices. Your motivation to change increases, your commitment becomes stronger, and you become more able to free yourself from your problem." (34)

"...individuals who believe that they have the autonomy to change their lives are more likely to act successfully than those who are given limited choice." (34).

NOTES ON CHANGE PROCESS

"Successful self-changing individuals follow a powerful and, perhaps most important, controllable and predictable course. Along this course are various stages, each calling for particular and different approaches to change. The action stage is simply one of six stages ---following precontemplation, contemplation, and preparation, and preceding maintenance and termination." (15).

"The key is to use the right strategy at the right time." (17).

"Self changers are just as successful in their efforts to change as those individuals who choose to enter therapy..." (16).



CHANGE PROCESS

		Therapeutic Processes	
Prochaska's Stages	Process	Goals	Techniques
Precontemplation Contemplation	Consciousness-raising	Increasing information about self and problem	Observations, confrontations, interpretations, bibliography
Precontemplation Contemplation	Social Liberation	Increasing social alternatives for behaviors that are not problematic	Advocating for rights of the repressed, empowering, policy interventions
Contemplation Preparation	Emotional arousal	Experiencing and expressing feelings and thoughts about self with respect to a problem	Psychodrama, grieving losses, role playing
Contemplation Preparation	Self reevaluation	Assessing feelings and thoughts about self with respect to a problem	Value clarification, imagery, corrective emotional experience
Preparation Action Maintenance	Commitment	Choosing and committing to act, or belief in ability to change	Decision-making therapy, New Year's resolutions, logotherapy
Action Maintenance	Countering	Substituting alternatives for problem behaviors	Relaxation, desensitization, assertion, positive self-statements
Action Maintenance	Environmental control	Avoiding stimuli that elicit problem behaviors	Environmental restructuring, avoiding high risk cues
Action Maintenance	Reward	Rewarding self, or being rewarded by others, for making changes	Contingency contracts, overt and covert reinforcement
Action Maintenance	Helping relationships	Enlisting the help of someone who cares	Therapeutic alliance, social support, self-help groups



The change process is seldom linear. It is a spiral through the six stages of change including periodic and expected recycling through prior stages. Self-changers will recycle several times before fully succeeding.

"Recycling gives us opportunities to learn. Action followed by relapse is far better than no action at all. People who take action and fail in the next month are twice as likely to succeed over the next six months than those who don't take any action at all." (49-50).

"In fact, there is some evidence that it may be more efficient to apply processes to more than one problem at a time, rather than trying to change problem behaviors one by one." (56)

"Efficient self-change depends on doing the right things at the right times." (59)

	Precontemplation	Contemplation	Preparation	Action	Maintenance
I solved my problem more than six months ago.	NO	NO	NO	NO	YES
I have taken action on my problem within the past six months.	NO	NO	NO	YES	--
I am intending to take action in the next month.	NO	NO	YES	--	--
I am intending to take action in the next six months.	NO	YES	YES	--	--



CHANGE PROCESS

STAGE ONE	CHARACTERIZED BY	DEFENSES /OBSTACLES	SUPPORT/ACTION
PRECONTEMPLATION	<p>C.K. Chesterton: "It isn't that they can't see the solution. It is that they can't see the problem." (40)</p> <p>"Denial is characteristic of precontemplators, who place responsibility for their problems on factors such as genetic makeup, addiction, family, society, or 'destiny,' all of which they see as being out of their control." (41)</p>	<p>Denial and minimization</p> <p>Rationalization</p> <p>Intellectualization</p> <p>Projection, displacement</p> <p>Internalization</p>	<p>Becoming aware of defenses</p> <p>Checking our defenses</p> <p>Raising consciousness-- -through information on issue and stories of other's successful change</p> <p>Relationships move from enabling to helping</p> <p>Affiliate with others-- reach out for help, give help to others</p>



STAGE TWO	CHARACTERIZED BY	DEFENSES /OBSTACLES	SUPPORT/ACTION
CONTEMPLATION	<p>Contemplators want to change</p> <p>Awareness is developed in this stage</p> <p>Important to contemplate as preparation for action</p> <p>Realize that change may also have negative consequences---a drinker may have to change social group</p>	<p>Search for absolute certainty</p> <p>Waiting for the perfect moment</p> <p>Wishful thinking</p> <p>Premature action</p>	<p>Generate emotional arousal to spur action and firm up arousal</p> <p>Develop your own propaganda</p> <p>Use your imagination</p> <p>Ask the right questions</p> <p>Define your own goals</p> <p>Collect the right data</p> <p>Learn what contributes to the problem behavior</p> <p>Think before you act, create a new self-image, make a decision.</p> <p>Decisional balance: consequences of change to self, to others; reactions of self as a result of change, of others.</p> <p>From others: empathy, warmth not criticism, input</p>



STAGE THREE	CHARACTERIZED BY	DEFENSES / OBSTACLES	SUPPORT / ACTION
PREPARATION	<p>Takes you from the decision you make in the contemplation stage to the specific steps you take to solve the problem during the action stage</p> <p>A rehearsal for action</p> <p>Increasing the pros versus cons in the decisional analysis tips the balance to from preparation to action</p>	<p>Not really understanding what change will require: efforts and give ups</p> <p>Building a weak case for the change</p>	<p>Commitment of necessary energy and priority to change</p> <p>Turn away from old behavior</p> <p>Make change a priority</p> <p>Make tough choices</p> <p>Take small steps</p> <p>Set a date</p> <p>Announce intent</p> <p>Create a detailed action plan</p>



STAGE FOUR	CHARACTERIZED BY	DEFENSES / OBSTACLES	SUPPORT / ACTION
ACTION	Change in process	<p>Taking preparation lightly</p> <p>Cheap change---not real change</p> <p>Myth of the magic bullet; change is real work</p> <p>Return or involvement in unsupportive environments</p> <p>Not structuring the environment to allow necessary focus on action efforts</p>	<p>Countering: substituting healthy responses for problem behaviors</p> <p>Active diversion</p> <p>Exercise</p> <p>Relaxation</p> <p>Counter-thinking: replacing problem thoughts with healthy ones</p> <p>Assertiveness: demand a change supportive environment</p> <p>Avoid unsupportive environments, cues to old problem behavior</p> <p>Rewards: contracting, progressive rewards---change doesn't happen all at once</p> <p>Reach out</p> <p>Be positive</p>



STAGE FIVE	CHARACTERIZED BY	DEFENSES / OBSTACLES	SUPPORT / ACTION
MAINTENANCE	Change made and maintained.	<p>Social pressures: return to pre-change social group</p> <p>Internal challenges: overconfidence; exposure to daily temptation, self-blame</p> <p>Special situations: intense temptation</p>	<p>Continue to review decisional matrix</p> <p>Enjoy your accomplishments</p> <p>Control your environment</p> <p>Create a new lifestyle</p> <p>Check your thinking—challenge negative thinking</p> <p>Continue to reach out for support—maintenance can be challenging</p> <p>Work with others on practicing coping behaviors</p> <p>Reach out and help others</p> <p>Patience and persistence will out</p>

"Experience with change strengthens people, and relapses most often take them not to precontemplation, but to contemplation or preparation, relatively close to making commitments to renewed action." (221)

"...our view is that change is often circular and difficult." (221)



POSITIVE WORKPLACE ALLIANCE

Changing for Good

James Prochaska, John Norcross, Carlo Diclemente

TEN LESSONS FROM RELAPSE (222-231)

1. Few changers terminate the first time around
2. Trial and error is inefficient
3. Change costs more than you budgeted
4. Using the wrong process at the wrong time
 - a. Becoming misinformed
 - b. Misusing willpower
 - c. Substituting one bad behavior for another
5. Be prepared for complications
6. The path to change is rarely a straight one
7. A lapse is not a relapse
8. Mini-decisions lead to maxi-decisions
9. Distress precipitates relapse
10. Learning translates into action