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# Understanding the Change Process:

*A Workshop for Providers, Support Systems, and People Making Change*

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## Disclosure Statement

**Rachel Hendricks, LCSW-C** reports having no relevant financial relationships with any defined commercial interests. She will not be discussing any commercial products, services, or off label uses of medications in this presentation.

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## Acknowledgements

- The Center for Eating Disorders
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## What is Motivational Interviewing?

- Developed from the transtheoretical model of change
  - Targeted to address ambivalence about change
  - Helpful for engaging clients and addressing problematic behaviors but is best when used with another longer-term treatment methodology (i.e. CBT)
- Six stages
- Stages are behavior dependent (different levels of motivation for each behavior)
- Interventions are targeted to the individual's stage of change

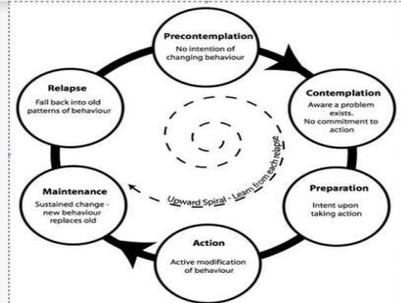
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## Understanding the Process of Change

- Change happens through a series of transitions in both thought processes and behaviors
- More like a spiral than a rocket launch
- Every behavior may be at a different stage of change



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## Stages of Change Model

- Pre-contemplation
  - Denial that there is a problem
- Contemplation
  - Aware that there is a problem but unsure if you want to change
- Preparation
  - Making a plan for change
- Action
  - Starting to make the change
- Maintenance
  - Having the change become part of your lifestyle
- Termination
  - Living a life free from the behaviors and thoughts

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## Stages of Change

Pre-Contemplation

- **Pre-contemplation**
  - Unaware of the problem
  - Others may be aware
  - Logic is largely futile because of the lack of awareness
- **Interventions**
  - Education
  - Reflection
  - Amplification



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## Stages of Change

Contemplation

- **Contemplation**
  - Aware there is a problem
  - Ambivalent about change
- **Interventions**
  - Pros and cons of changing- not necessarily pros and cons of the behavior
  - Empathize with ambivalence \*AND\* reinforce the self-identified benefits of change while amplifying the self-identified negative consequences
  - Empowerment through collaborative goal setting and behavior experiments



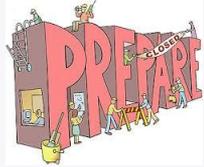
When asked "would you rather work for change, or just complain?" 81% of the respondents replied, "Do i have to pick? This is hard."

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## Stages of Change

Preparation

- **Preparation**
  - Established commitment to change
  - Identifying the steps needed to make change
- **Intervention**
  - Collaboratively develop a change plan
  - Normalize barriers to change while reinforcing the possibility of change
  - Support the patient in articulating how they will know if they are changing (concrete, measurable, time-limited)



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## Stages of Change

Action

- **Action**
  - Implement change plan
  - Continue reassessing and modifying change plan
- **Intervention**
  - Behavioral coping skills
  - Cognitive coping skills
  - Reinforce the role of their support system
  - Expect struggle and regression; normalize the process; reinforce goals for change



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## Stages of Change

Maintenance

- **Maintenance**
  - Actively maintaining change over an extended period of time
- **Intervention**
  - Continue behavioral assessments (symptom substitution, behavioral regression)
  - Review change plan and update as needed
  - Build additional skills as needed
  - Develop relapse prevention plan

"I can't go back to yesterday - because I was a different person then"  
Lewis Carroll - Alice in Wonderland

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## Stages of Change

Termination

- **Termination**
  - Change appears stable and integrated fully
- **Intervention**
  - Offer continued support as needed
  - Review relapse prevention plan
  - Review the process of change



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## Looking for Change

Change Talk

- Elicited from the person trying to make a change
- No arguing
- Be attentive to phrases that indicate a readiness to change and/or the awareness change is needed
- Reflective, active listening with amplification

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## Looking for Change

Change Talk Continued

- It sounds like...
  - Desire (I wish, It would be nice, I'd like if...)
  - Ability (I guess I could, I might be able to...)
  - Reasons (It would help if, I can kind of see...)
  - Need (I know if I don't, If this continues then...)
- Move towards...
  - Commitment (I will, I am going to, After I do...)
  - Action Steps (specific, measurable, attainable, realistic, time-limited)

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<b>D Desire</b>	<b>Language that signals a preference for change</b> Example verbs: Want / Wish / Like / Prefer
<b>A Ability</b>	<b>Language that signals a personal capability to change</b> Example verbs: Can / Could / (am) Able / Capable
<b>R Reasons</b>	<b>Language that describes a specific motive for change</b> Example format: If.....then
<b>N Need</b>	<b>Language that expresses an imperative for change without a specific reason</b> Example verbs: Have to / (I've) Got to / Must / Need to (Problem Recognition)

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## How to Build Motivation

- You don't have to be motivated to recover to start the change process
- Change leads to change
- Understand the process
- Prepare for setbacks
- Feelings about change don't necessarily impact change itself

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## Eating Disorders and Change

- Ambivalence is part of the illness
- Recovery is possible
- You (or your loved one) is not "the exception"
- Progress is incremental
- Feelings do not dictate results or reality





## For Professionals and Loved Ones

- Process is repeated frequently
- Empathize but do not share your own frustration/expectations of change
- Don't be surprised if you get off track (arguing, vague goals, etc.); keep trying (models for them how to get back on track and the process of trying again)



## Frequently Asked Questions

- I've been trying to change for (insert x amount of time), and I still feel stuck. Isn't this a sign I can't change?
- Doesn't my loved one have to want to change before they will start to change?
- Even if the behaviors stop, will I ever really be able to think or feel differently?

\*Are there any questions I missed?\*



## What's the Take Home

- Change is possible
- Feelings don't dictate the potential for change



## Resources for Change

- **Motivation to Change Groups** offered for individuals with eating disorders at The Center for Eating Disorders at Sheppard Pratt
  - Tuesdays (7:30-8:30 PM) & Saturdays (4-5 PM)
  - The groups are designed for people to be able to join at almost any time.
  - More info at [www.eatingdisorder.org](http://www.eatingdisorder.org) or (410) 938-5252
- *Changing for Good: A Revolutionary Six Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward* by: James Prochaska, John Norcross, & Carlo DiClemente



## Thank you for your time and attention!



## References

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