

THE STAGES OF CHANGE: PERMANENCY PLAN WORKER TASKS AND SKILLS

Pre-contemplation	Contemplation	Preparation
<ul style="list-style-type: none"> • Engage the person. • Diffuse the crisis. • Assess safety concerns. • Show empathy and caring. • Provide needed services in areas besides AOD. • Assess strengths and values. • Build a relationship. • Affirm the individual's strengths and capacity to the point he or she feels competent to change if he or she wishes to do so. • Provide information and feedback on the possible risks of behavior to raise the awareness of the possibility of change. • Listen for windows of opportunity where the person talks about problems, concerns and need to change. • Provide specific information to the person. 	<ul style="list-style-type: none"> • Help tip the balance to favor change. • Evoke reasons to change and risks of not changing. • Continue to strengthen the client's self-efficacy. • Strategically use open-ended questions, affirmations, and summarizing. • Have the person voice the problem, concern, and intention to change. • Have the person self-assess values, strengths, and needs. 	<ul style="list-style-type: none"> • Facilitate the development of a vision for their future. • Provide information on all available options. • Explore all available options, and the benefits and consequences of each. • Help the person set specific goal(s). • Help the person develop the plan. • Help the person choose strategies to use, resources needed, and potential barriers to the plan.



THE STAGES OF CHANGE: PERMANENCY PLAN WORKER TASKS AND SKILLS (continued)

Action	Maintenance	Relapse
<ul style="list-style-type: none"> • Introduce and practice coping strategies to avoid, change, replace, or change a client's reactions to triggers and conditions leading to use. • Suggest methods, provide support in trying them out, and help evaluate the effectiveness of those methods. • Keep steps small and incremental • Teach skills. • Access resources for the person's use. • Reward small steps of progress. • Assess success. • Make necessary changes in the Permanency Plan as the person continues to progress. 	<ul style="list-style-type: none"> • Assist in sustaining changes accomplished by the previous actions. • Help the person to develop the skills and self-efficacy to build a new life. • Build relapse roadmaps. • Prepare crisis plans for when a relapse might happen. • Review warning signs of a possible slip or relapse. • Help the person connect to other support systems for a healthier lifestyle. 	<ul style="list-style-type: none"> • Assist in processing the emotions resulting from the slip. • Help the person understand what happened to lead to another slip. • Help the person process the experience and use the slip as a learning experience. • Review the Permanency Plan and commitment to continue. • Adjust the plan as needed. • Implement the plan (as adjusted).

