

Readiness for Healthy Change

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Readiness for Healthy Change

Presentation by:
MHN Training &
Development

MHN
A Health Net Company™

H¹⁰ Health Net®

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Participant Handbook

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Learning Objectives

- ① Explore the stages of “Readiness for Change”
- ② Identify why change attempts may get derailed
- ③ Discuss how to initiate change, stay motivated, deal with setbacks, and reward success
- ④ Develop a plan of action
- ⑤ Extend your support network along the way

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Thinking About Making a Change

- *What behaviors* do you want to change?
 - Nutrition
 - Stress management
 - Interpersonal relationships
 - Exercise
 - Personal finances
 - Other?
- Start *small* – only one or two at a time!
- Be *specific!*

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Are You Ready for Change?

On a scale of 1 to 10, how *confident* are you that you can do the things that you need to do to make this change?

On a scale of 1 to 10, how *important* is it to you to make this change?

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The Cost Benefit Analysis

Example: Managing Your Weight

- List COSTS associated with not engaging in weight management efforts

- List BENEFITS associated with regular and consistent weight management efforts

- List as many specific COSTS and BENEFITS as you can

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Example of a Cost Benefit Analysis Chart 	
Costs	Benefits
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.

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See **Handout A** for an example chart that you can begin using today.
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Behavioral Readiness for Change: Stages 	
Stage	Description
Pre-contemplation	Not considering making a change
Contemplation	Thinking about making a change, often with ambivalence
Preparation	Planning the change. Taking small steps towards change
Action	Commitment to change is made, actively changing behaviors
Maintenance	Continued success for at least 6 months, new behaviors have become more habitual

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Why Do Change Attempts Get Derailed or Even Fail? 

- Situational factors
- Social sabotage
- Self sabotage
 - Emotional factors
 - Negative thinking patterns
 - Unrealistic expectations

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How Do I Successfully Initiate Change? 

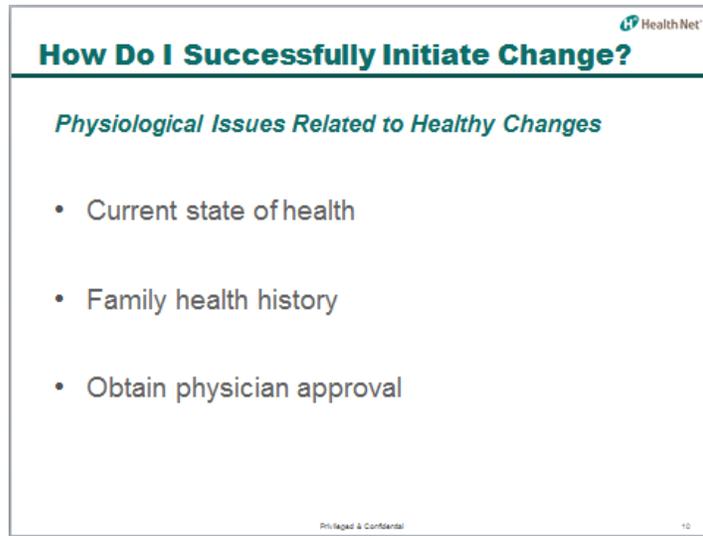
Emotional Readiness for Change

- Identify the stage of change you may be passing through
(they are all normal!)
- Life events

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How Do I Successfully Initiate Change?

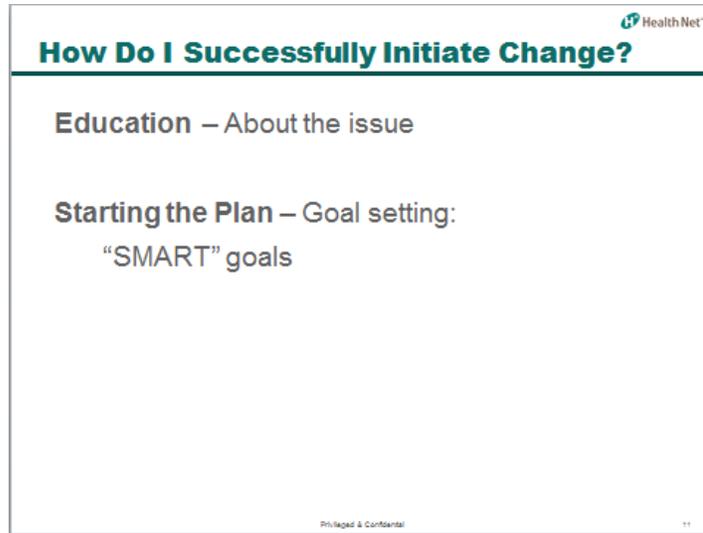
Physiological Issues Related to Healthy Changes

- Current state of health
- Family health history
- Obtain physician approval

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How Do I Successfully Initiate Change?

Education – About the issue

Starting the Plan – Goal setting:
“SMART” goals

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Handout B of your handout has instructions for, and examples of, creating SMART goals.

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Staying Motivated – Building and Fine-Tuning the Plan 

Staying Focused on Goals

- Commitment versus “Feeling like it”
- Remove the drudgery (make behavior itself rewarding)
- Re-structure areas of life to support new routines
- Enlist support

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Getting Past Perceived Obstacles 

Obstacles	Alternate Plans or Behaviors
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.

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See Handout D for a chart to plan your alternative behaviors.

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Staying Motivated – Building and Fine-Tuning the Plan 

Setbacks and Lapses

- Keep perspective
- Identify what went off-track
- Modify plan accordingly

Reward success!

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Your Support Network 

- Family/Friends
- Commercial programs
- MHN online services
- Support groups
- Telephonic coaching
- Other online resources
- Individual counseling
- Books

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Notes:



Resources

- Internal
 - Human Resources
- External
 - MHN EAP Clinical Services
 - MHN Online Services - www.MHN.com
- Reading
 - Prochaska Model of Change:
<http://www.prochange.com/trans-theoretical-model-of-behavior-change>
 - SMART Goals:
<http://sbinformation.about.com/od/businessmanagement1/a/businessgoals.htm>

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Handout A. Cost – Benefit Analysis Chart

<u>COSTS</u>	<u>BENEFITS</u>
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.
10.	10.
11.	11.

Handout B: SMART Goals

To reach your health goals, you need to create goals that will provide clear and obtainable results for you. Many professionals use the **SMART** model to assist in goal development. General goal statements such as “I will exercise more” provide no direction in how to reach your goals. So, goals need to be SMART! For every fitness or diet goal you have, use this model!

- **S** is for **Specific**. Your goal is stated in terms of a specific outcome to be achieved.
- **M** is for **Measurable**. Can you quantify the results of the goal? Frequency, duration, intensity are some good ways to think about exercise and diet goals.
- **A** is for **Achievable**. Is the goal credible and realistic?
- **R** is for **Results-oriented**. The goal is described in terms of a result.
- **T** is for **Time Bound**. The goal is time bound by a specific deadline by which the goal must be achieved.

Example of a SMART Goal: **I will lose 10 pounds** (results oriented, measurable & specific) **by June 1**, (time bound), **by walking briskly outside 4 times a week** (measurable and achievable) **for at least 30 minutes a session** (measurable and achievable).

My SMART Goals:

Handout C: Example Food and Exercise Journal

Day : _____ Date: ___ / ___ / ___

<u>Time</u>	<u>Amount</u>	<u>Food Selection</u>
<u>Time</u>	<u>Activity</u>	<u>Intensity Level</u>

Day _____ Date: ___ / ___ / ___

<u>Time</u>	<u>Amount</u>	<u>Food Selection</u>
<u>Time</u>	<u>Activity</u>	<u>Intensity Level</u>

Handout D: Getting Past Obstacles to Change

Potential Obstacle

Alternate Plan/Behavior

1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.