

Each stage of change has a primary task and peers can help people achieve those tasks.

Session 8

Effective Stage Intervention Tools

teaches the tools peer specialists can use to help peers move through the stages of change to achieve their goals.

In this module, we will discuss and practice using the following tools to help peers work through the stages of change.

Tool 1 – Decisional Balance Worksheet – this worksheet is used to help a peer think through from all sides the concept of a behavior change. This worksheet can be used in various stages but may be most effective in the contemplation/change is possible stage of change. The worksheet has 4 boxes and the Peer Specialist helps the peer complete the 4 boxes in this order:

- A. Pros of Not Changing
- B. Cons of Not Changing
- C. Cons of Making a Change
- D. Pros of Making a Change

Tool 2 – Readiness Rulers – this exercise is used to explore how important making a change is to a peer and how confident the peer is in making the change. This exercise can be used in various stages but may be most effective in the preparation/change is possible stage of change. The Peer Specialist uses the rulers in the following manner:

- A. Show the peer the Readiness Ruler - Importance and ask the peer on a scale from 0 to 10 with 0 being not important and 10 being very important, how important is it to make a change in your life? (You can ask about a specific change the peer has mentioned or general changes)
- B. After the peer answers with a number, the Peer Specialist asks the peer why they didn't rate themselves at a _____. (always pick a number lower than the number the peer stated which allows the peer to talk about change in a positive way)
- C. After discussion, the Peer Specialist can ask the peer what it would take for the peer to reach a _____ on the scale. (pick a number somewhat higher than the current number stated)
- D. Finally, the Peer Specialist can ask the peer what they can do to help the peer reach that number.
- E. After discussion from D, the Peer Specialist can repeat steps A through D using the Readiness Ruler - Confidence ruler.

Tool 3 – Change Plan Worksheet – this worksheet is used to help a peer who is in the preparation/action/change is possible stage create a plan to initiate change. The worksheet is self-explanatory.

Decisional Balance Worksheet

When we think about making changes, most of us don’t really consider all “sides” in a complete way. Instead, we often do what we think we “should” do, avoid doing things we don’t feel like doing, or just feel confused or overwhelmed and give up thinking about it at all. Thinking through the pros and cons of both changing and not making a change is one way to help us make sure we have fully considered a possible change. This can help us to “hang on” to our plan in times of stress or temptation. *Below, write in the reasons that you can think of in each of the boxes. For most people, “making a change” will probably mean quitting alcohol and drugs, but it is important that you consider what specific change you might want to make, which may be something else.*

	Benefits/Pros	Costs/Cons
Not Changing		
Making a Change		

Readiness Ruler Tool

*See Page in Tools with
Readiness Ruler*

Change Plan Worksheet

1. The change I want to make is:

2. The most important reason I want to make this change is:

3. My main goal for making this change is:

4. I plan to do these things to achieve my goal:

Action	When

5. The first steps I plan to take in changing are:

- a.
- b.
- c.

6. Some things that could interfere with my plans are:

7. Other people who could help me in changing in these ways:

Person	Possible Ways to Help

8. I hope my plan will have these positive results:

9. I will know my plan is working when:

Group Activity

Consider a change you are thinking about making in your life. Work with a partner to use the decisional balance tool to discuss that change. Another copy of the decisional balance worksheet has been provided on the following page for you to use to complete this activity.

Discussion Question: What is the purpose of the tools presented in this session?

Decisional Balance Worksheet

When we think about making changes, most of us don’t really consider all “sides” in a complete way. Instead, we often do what we think we “should” do, avoid doing things we don’t feel like doing, or just feel confused or overwhelmed and give up thinking about it at all. Thinking through the pros and cons of both changing and not making a change is one way to help us make sure we have fully considered a possible change. This can help us to “hang on” to our plan in times of stress or temptation. *Below, write in the reasons that you can think of in each of the boxes. For most people, “making a change” will probably mean quitting alcohol and drugs, but it is important that you consider what specific change you might want to make, which may be something else.*

	Benefits/Pros	Costs/Cons
Not Changing		
Making a Change		

Session 8 - Review Questions – Effective Stage Intervention Tools

1. When using the Decisional Balance tool, which of the 4 boxes would you complete last with the peer?

2. When using the Readiness Ruler tool, does the peer's initial response matter?

3. The change plan worksheet is most effective in which stage?