

Self Regulation, Motivation and the Process of Change

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HEALTH PROMOTION & DISEASE PREVENTION	REQUIRE	BEHAVIOR CHANGE
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CANCER PREVENTION

INITIATION

HEALTH PROMOTION

MEDICATION
COMPLIANCE

MODIFICATION

MENTAL HEALTH

SUBSTANCE ABUSE

CESSATION

Intervention and the Personal Process of Change

- People who seem to have everything to gain from changing a behavior or doing some activity to relieve negative feelings or consequences do not do these things
- Excellent and effective self-management techniques are not used even after they are taught to people who come voluntarily for help
- However, sometimes we can mandate or pay people to modify their behavior and it works
- Almost every treatment has some success

Self Regulation and Important Dimensions of the Process of Change

- The ability to manage both internal and external demands in a way that is
 - responsive to feedback and available information,
 - flexible in seeking solutions, and
 - does not overtax the system
- Most models of self regulation include self-observation, self-evaluation, decision making, willingness to consider change, and planning (Miller & Brown, 1991, Bandura, 1986)
- Important Self Regulation Skills & Abilities) for behavior change:
 - Executive Cognitive Functioning
 - Affect Regulation

What are we learning about Self Regulation

Self-regulation seems critical for understanding addictions, recovery from addictions, and management of other types of problems

- Deficits in self-regulation are at the core of definitions of addiction and mental illness
- Self Management, Self Control, Self Monitoring have been critical concepts in treatment so this is not new to treatment providers
- Interesting new information that looks at more generic mechanisms involved in self-regulation

What is Self-Control

- The exertion of control over the self by the self
- Occurs when a person attempts to change the way he or she would otherwise think, feel or behave
- Is needed to follow rules or inhibit immediate desires and to delay gratification
- Involves overriding or inhibiting competing urges, behaviors, or desires as well as production of behaviors that are not immediately reinforcing
- Differs from purely automatic processes since involves effort

Muraven & Baumeister, Psych Bull 126, 247-259, 2000

Self-Control Strength

- “Is necessary for the executive component of the self (i.e., the aspect of the self that makes decisions, initiates and interrupts behavior, and otherwise exerts control) to function (Baumeister, 1998)”
- “Acts of volition and control require strength”
- This strength is a limited resource that is like a muscle that can become fatigued and depleted but can be replenished with regular exercise followed by periods of rest – Not just a Skill or a Capacity

Muraven & Baumeister, Psych Bull 126, 248, 2000

What Depletes Self-Control Strength?

- Coping with stress (focus attention, monitor, stop thoughts, urges, etc)
- Affect Regulation and managing negative and emotions of depression, anxiety, anger
- Changing habits (until new becomes habitual)
- Managing or stopping addictive and excessive behaviors
- Inhibiting thoughts and behaviors may require more self-control than performing behaviors

Muraven & Baumeister, 2000

Managing Self-Control Strength

- Not a limitless resource
- Must be conserved
- Can be increased but not infinitely
- Can be strengthened by exercise of self-control but need time to consolidate gains in strength
- Is involved in all efforts to inhibit or perform behaviors but less or not involved when they become automatic or habitual

Natural Change, Self Regulation and the Process of Change

- Most behavior change during the lives of individuals is accomplished without assistance
- Even with addictions natural or self change (often misnamed “spontaneous recovery”) occurs often with all different types of addictions and levels of severity
- Studies often try to contrast self change and treatment assisted change as if they were two different phenomena and “misinterpret” placebo responding
- Reports of self changers indicate a process

DiClemente in Miller & Carroll, 2006 Rethinking Substance Abuse. Guilford Press

Motivation

- How does motivation interact with this self regulation process and the self-control “muscle”?

Motivation

- Motivation can be considered the tipping point for making change happen
- Not a simple or single construct or best thought of as an “on-off” switch
- Most of the time it is defined post hoc: if you are successful, you were motivated
- There are various models to explain motivation
 - “Push” Models of internal dynamic forces or drives
 - “Pull” Models of reinforcement, goals, values
 - “Persuasion” Models of influence, social forces
 - “Process” Models of readiness and tasks
- The Process Model changes the conversation from the “what” of motivation to the “how” of motivation

Motivation and the Change Process

- Clients are not unmotivated! They either are just motivated to engage in behaviors that others consider harmful and problematic or are not ready to begin behaviors that we think would be helpful.
- Motivation belongs to clients and their process of change. However, motivation can be enhanced or hindered by interactions with others (including providers) and events in the life context of the clients.
- Motivation is best viewed as the client's readiness to engage in and complete the various tasks outlined in the Stages of Change for a specific behavior change.

DiClemente. *Addiction and Change: How Addictions Develop and Addicted People Recover*. NY: Guilford Press; 2003.
CSAT Treatment Improvement Protocol Number 35. *Enhancing Motivation for Change in Substance Abuse Treatment*. 1999;DHHS no. (SMA) 99-3354.

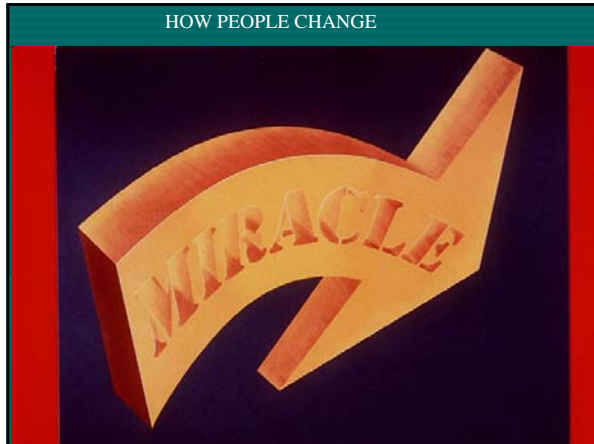
Motivation Is Critical for Successful Change

- Both brief interventions and alcoholism treatment research indicate a key role for patient motivation
- The drinking reduction Delta study in a Shock Trauma setting
- Project MATCH client initial motivation measured by multidimensional stage measures predicted drinking out to 3 years post-treatment
- Motivation is related to problem recognition and reports of consequences, working alliance, and treatment engagement

CSAT Treatment Improvement Protocol Number 35. *Enhancing Motivation for Change in Substance Abuse Treatment*. 1999;DHHS no. (SMA) 99-3354.
Project MATCH Research Group. *Alcohol Clin Exp Res*. 1998;22:1300.

WHY ARE PEOPLE NOT MOTIVATED TO CHANGE?

- NOT CONVINCED OF THE PROBLEM OR THE NEED FOR CHANGE – UNMOTIVATED
- NOT COMMITTED TO MAKING A CHANGE – UNWILLING
- ACTUAL OR PERCEIVED ABILITY TO MAKE A CHANGE – UNABLE
- DIFFERENT PARTS OF A PROCESS





How Do People Change?

- People change voluntarily only when
 - They become *interested and concerned* about the need for change
 - They become *convinced* the change is in their best interest or will benefit them more than cost them
 - They organize a *plan of action* that they are *committed* to implementing
 - They *take the actions* necessary to make the change and sustain the change

Stage of Change Labels and Tasks

- **Precontemplation**
 - Not interested
 - **Contemplation**
 - Considering
 - **Preparation**
 - Preparing
 - **Action**
 - Initial change
 - **Maintenance**
 - Sustained change
- Interested and concerned and willing to consider
 - Risk-reward analysis and decision making
 - Commitment and creating an effective/acceptable plan
 - Implementing plan and revising as needed
 - Consolidating change into lifestyle

DiClemente. *Addiction and Change: How Addictions Develop and Addicted People Recover*. NY: Guilford Press; 2003.
DiClemente. *J Addictions Nursing*. 2005;16:5.

Motivation is Multidimensional

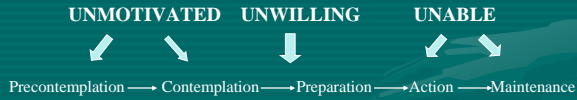
- Motivation is best understood as the readiness and ability to accomplish the tasks needed to move individuals successfully through the stages of change
- These tasks require self-regulation skills that would enable the person to engage in the processes of change needed to accomplish the tasks and move the markers of change
- There are facilitating and hindering personal and environmental factors that affect movement through each of the stages

A Consumer perspective

- A Consumer Perspective to Care necessitates a shift in emphasis from a concentration on our treatments to a concentration on our consumers and their processes to regain some balance
- Most treatment services provide good, effective action-oriented treatments
- Many of our consumers are unmotivated, overwhelmed with multiple problems, feeling hopeless, or simply not interested or engaged by our services

DiClemente & Velasquez. *Motivational Interviewing and the stages of change*. In: Miller & Rollnick, eds. *Motivational Interviewing*, 2nd ed. NY: Guilford Publications; 2002:201.

Understanding Motivation and Movement through the Stages of Change



This Process is as relevant for organizations and service providers as it is for Individuals with mental health and addiction problems.

Tasks and Goals for each of the Stages of Change

- **PRECONTEMPLATION** - The state in which there is little or no consideration of change of the current pattern of behavior in the foreseeable future.
- **TASKS:** Increase awareness of need for change and concern about the current pattern of behavior; envision possibility of change
- **GOAL:** Serious consideration of change for this behavior

WHAT INDIVIDUALS AND ORGANIZATIONS MUST REALIZE

- MY BEHAVIOR IS PROBLEMATIC OR EXCESSIVE
- MY DRUG USE IS CAUSING PROBLEMS IN MY LIFE
- I HAVE OR AM AT RISK FOR SERIOUS PROBLEMS
- MY BEHAVIOR IS INCONSISTENT WITH SOME IMPORTANT VALUES
- MY LIFE IS OUT OF CONTROL
- WHAT WE ARE DOING IS NOT EFFECTIVE IN MEETING THE NEEDS OF OUR CLIENTS
- OUR APPROACH IS COSTING TOO MUCH FOR THE OUTCOMES WE ARE GETTING
- THERE ARE SERIOUS PROBLEMS IN OUR PROCEDURES, PROGRAMMING, OR PRODUCT

Key Issues and Intervention Considerations

- Coercion or Courts cannot do it alone
- Confrontation breeds Resistance
- Motivation not simply Education is needed
- Intrinsic and Extrinsic Motivations
- Proactive versus Reactive Approaches
- Smaller versus Larger goals and Motivation

Tasks and goals for each of the Stages of Change

- **CONTEMPLATION** – The stage where the individual or society examines the current pattern of behavior and the potential for change in a risk – reward analysis.
- **TASKS:** Analysis of the pros and cons of the current behavior pattern and of the costs and benefits of change. Decision-making.
- **GOAL:** A considered evaluation that leads to a decision to change.

Decisional Balance Worksheet

NO CHANGE

PROS (Status Quo)

CONS (Change)

CHANGE

CONS (Status Quo)

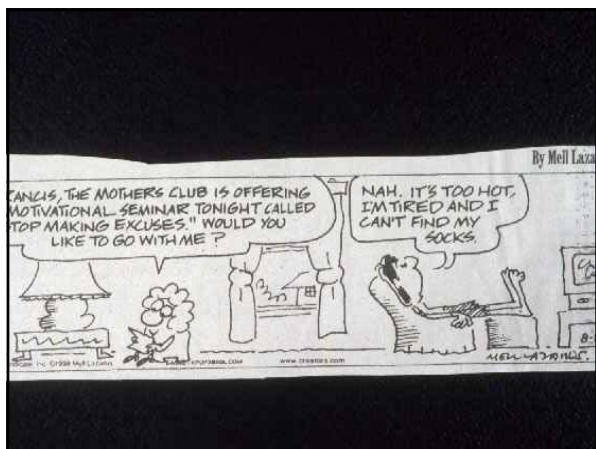
PROS (Change)

Key Issues and Intervention Considerations

- Decisional Considerations are Personal
- Increase the Costs of the Status Quo and the Benefits of Change
- Challenge and Work with Ambivalence
- Envision the Change
- Engender Culturally Relevant Considerations that are Motivational
- See how families and larger organizations can influence change by providing incentives or putting up barriers
- Multiple problems or issues interfere and complicate

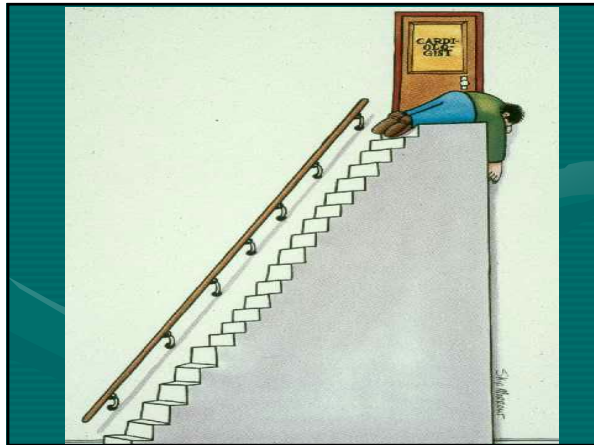
MOTIVATED TO CHANGE

- Admit that the status quo is problematic and needs changing
- The pros for change outweigh the cons
- Change is in our own best interest
- The future will be better if we make changes in these behaviors
- But this is only the first two steps toward making a change happen



Tasks and goals for each of the Stages of Change

- **PREPARATION** – The stage in which the individual or organization makes a commitment to take action to change the behavior pattern and develops a plan and strategy for change.
- **TASKS:** Increasing commitment and creating a change plan.
- **GOAL:** An action plan to be implemented in the near term.



Key Issues and Intervention Considerations

- Effective, Acceptable and Accessible Plans
- Setting Timelines for Implementation
- Building Commitment and Confidence
- Creating Incentives
- Developing and Refining Skills Needed to Implement the Plans
- Treatment Plan and Change Plan

WILLING TO MAKE CHANGE

- COMMITMENT TO TAKE ACTION
- SPECIFIC ACCEPTABLE ACTION PLAN
- TIMELINE FOR IMPLEMENTING PLAN
- ANTICIPATION OF BARRIERS
- BUT YOU STILL HAVEN'T DONE IT YET

Tasks and goals for each of the Stages of Change

- **ACTION** – The stage in which the individual or organization implements the plan and takes steps to change the current behavior pattern and to begin creating a new behavior pattern.
- **TASKS:** Implementing strategies for change; revising plan as needed; sustaining commitment in face of difficulties
- **GOAL:** Successful action to change current pattern. New pattern established for a significant period of time (3 to 6 months).

Key Issues and Intervention Considerations

- Flexible and Responsive Problem Solving
- Support for Change
- Reward Progress
- Create Consequences for Failure to Implement
- Continue Development and Refining Skills Needed to Implement the Plan

Tasks and goals for each of the Stages of Change

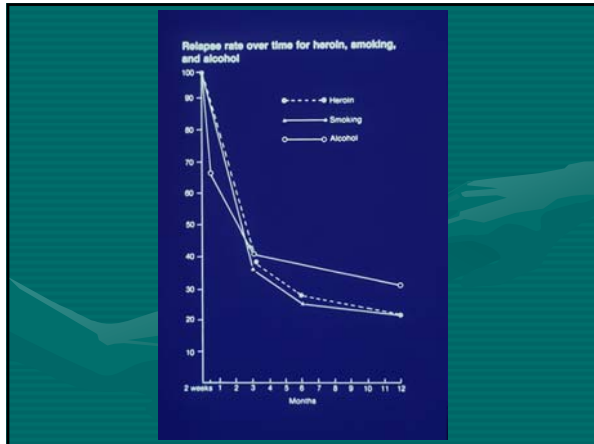
- **MAINTENANCE** – The stage where the new behavior pattern is sustained for an extended period of time and is consolidated into the lifestyle of the individual and society.
- **TASKS:** Sustaining change over time and across a wide range of situations. Avoiding going back to the old pattern of behavior.
- **GOAL:** Long-term sustained change of the old pattern and establishment of a new pattern of behavior.

Key Issues and Intervention Considerations

- It is Not Over Till Its Over
- Support and Reinforcement
- Availability of Services or Resources to Address Other Issues In Contextual Areas of Functioning
- Offering Valued Alternative Sources of Reinforcement
- Institutionalization of change

ABLE TO CHANGE

- Continued Commitment
- Skills to Implement the Plan
- Self Control Strength that is not exhausted by other problems
- Long-term Follow Through
- Integrating New Behaviors into Lifestyle or Organization
- Creating a New Behavioral Norm
- Now you are getting there



Relapse and Recycling - Slipping Back to Previous Behavior and Trying to Resume Change

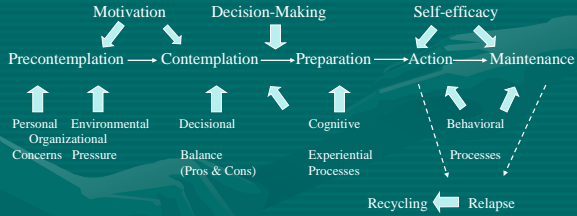
Characteristics:

- The person or organizations has failed to implement the plan or is re-engaged in the previous behavior
- After failing to implement or reverting to previous behavior, there is re-entry to precontemplation, contemplation, preparation stages
- Sense of failure and discouragement about motivation or ability to change

Key Issues and Intervention Considerations

- Blame and Guilt Undermine Motivation for Change
- Determination despite delays and defeats
- Support Re-engagement in the Process of Change
- Recycling or just Spinning Wheels
- Hope and a Learning Perspective is Needed

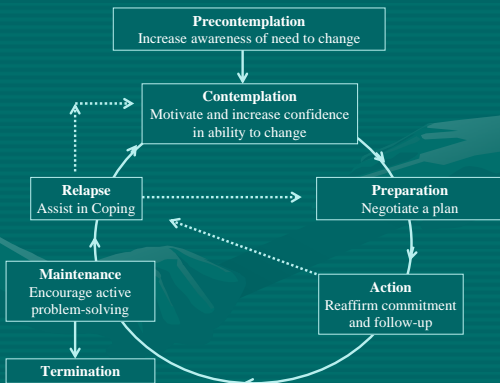
Theoretical and practical considerations related to movement through the Stages of Change



Composite Matrix of Stationary Transition Probability

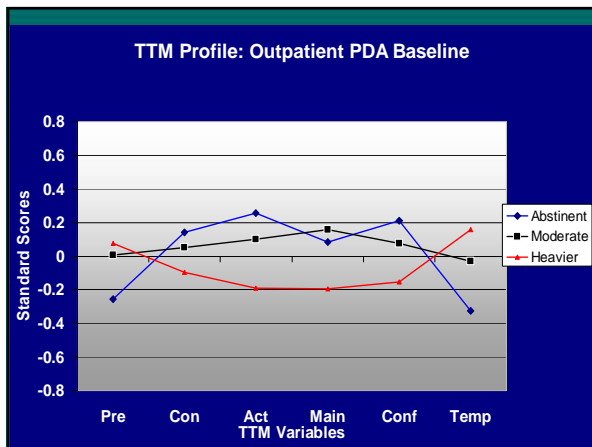
Time A + 1	PC	C	PA	A	M
Time A					
PC	.611	.273	.052	.064	.000
C	.140	.609	.161	.084	.006
PA	.054	.277	.535	.115	.019
A	.025	.076	.182	.252	.465
M	.017	.003	.055	.069	.856

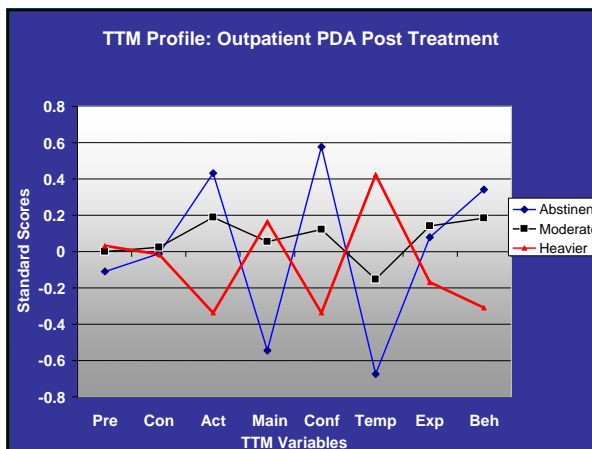
Stages of Change Model



SUCCESS PROFILES FROM PROJECT MATCH

- The dimensions of the process of change were important in discriminating the various outcomes in Project MATCH
- What happens to them during treatment?
- How do they relate to long term drinking outcomes





Is It Totally a Conscious Process?

- Both contextual/environmental factors and implicit cognitions play a role in motivation and moving folks through the process
- Many parts of this process are influenced by subtle forces that operate outside and inside the individual
- Individual change is connected with policy, environmental, and life context changes

How Do People Change?

- I just did it? It just happened one day?
 - This is a common retrospective report
 - Then why do they not change other behaviors they are concerned about?
 - Is action taken that is not considered or planned?
 - Is there a quantum change that is different from intentional change?
 - Is behavior change more chaotic and less organized than this model of intentional change?

Implications for Programs and Policy

- Proactive Approaches and Engagement Activities need to be valued and funded
- Find out what the consumer needs and wants before planning services and strategies
- Reward Progress not just Ideal or Ultimate Outcomes
- Address ambivalence and reluctance to change on part of consumer (and provider)
- Build a System of Services & Societal Support

