

Change Agent's Training



Care and Recovery Ministry
Retreat February 22, 2019



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We are Licensed Mental Health Specialists using Evidence Based and Faith integrating techniques to:

HELP PEOPLE CALM THE STORMS OF LIFE

We are also a non-profit that raises funds to to remove the cost barrier for high quality counseling services.

Helpers vs Change Agents

MATTHEW 10:

34 “Do not suppose that I have come to bring peace to the earth. I did not come to bring peace, but a sword.

Tools used for change :

Approach

Words

Actions

Intensity

MATTHEW 5: 13

“YOU ARE THE SALT OF THE
EARTH” ...

YOU ARE THE LIGHT OF THE
WORLD” 5:14

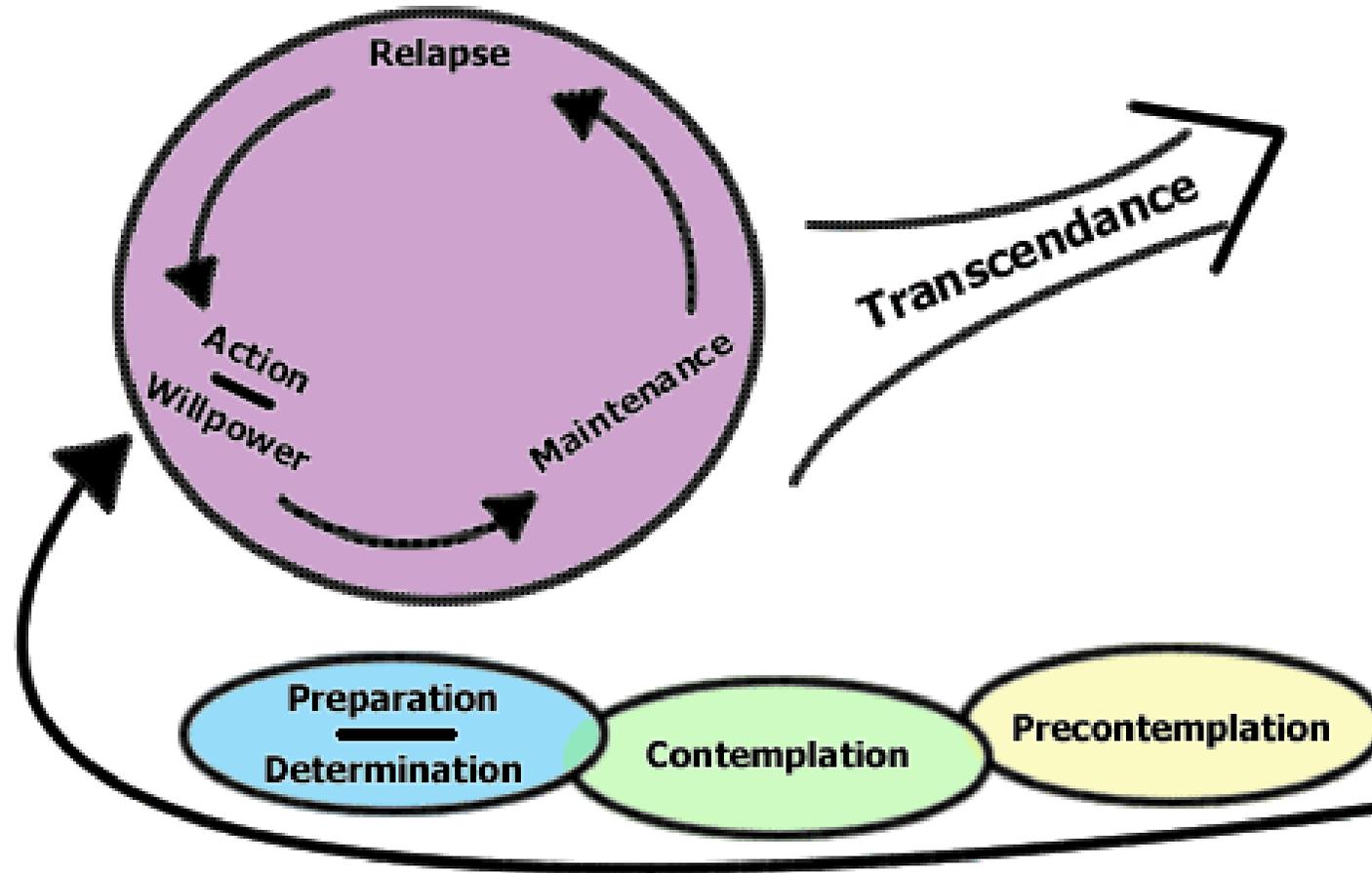
There is an art
and science to
facilitating
change in
people.

Eph 5:1-2a Therefore be
imitators of God, as beloved
children; and walk in love, just
as Christ also loved you

Change Agent 101

- Change Agents don't manufacture change they use their tools to advance the **existing** change process.
- Behavioral Science has defined a model with 7 stages of change. (Prochaska & DiClemente)

The Change Process



The Change Process

Internal Process

1. Pre-contemplation
2. Contemplation
3. Determination
4. Action
5. Maintenance
6. Relapse
7. Transcendance

External Evidence

1. Admitting a problem
2. Considering the cost of change
3. Seeking new information
4. Doing different
5. Building confidence about changes
6. Identify another problem
7. Living a new reality

Change Agent 102: The Art of Listening:

Do not focus on

- Details of the events
- Dates, time frames
- Significance of problem
- Intensity of problem
- Frequency of problem
- Your own perceptions, emotions, experiences about the problem

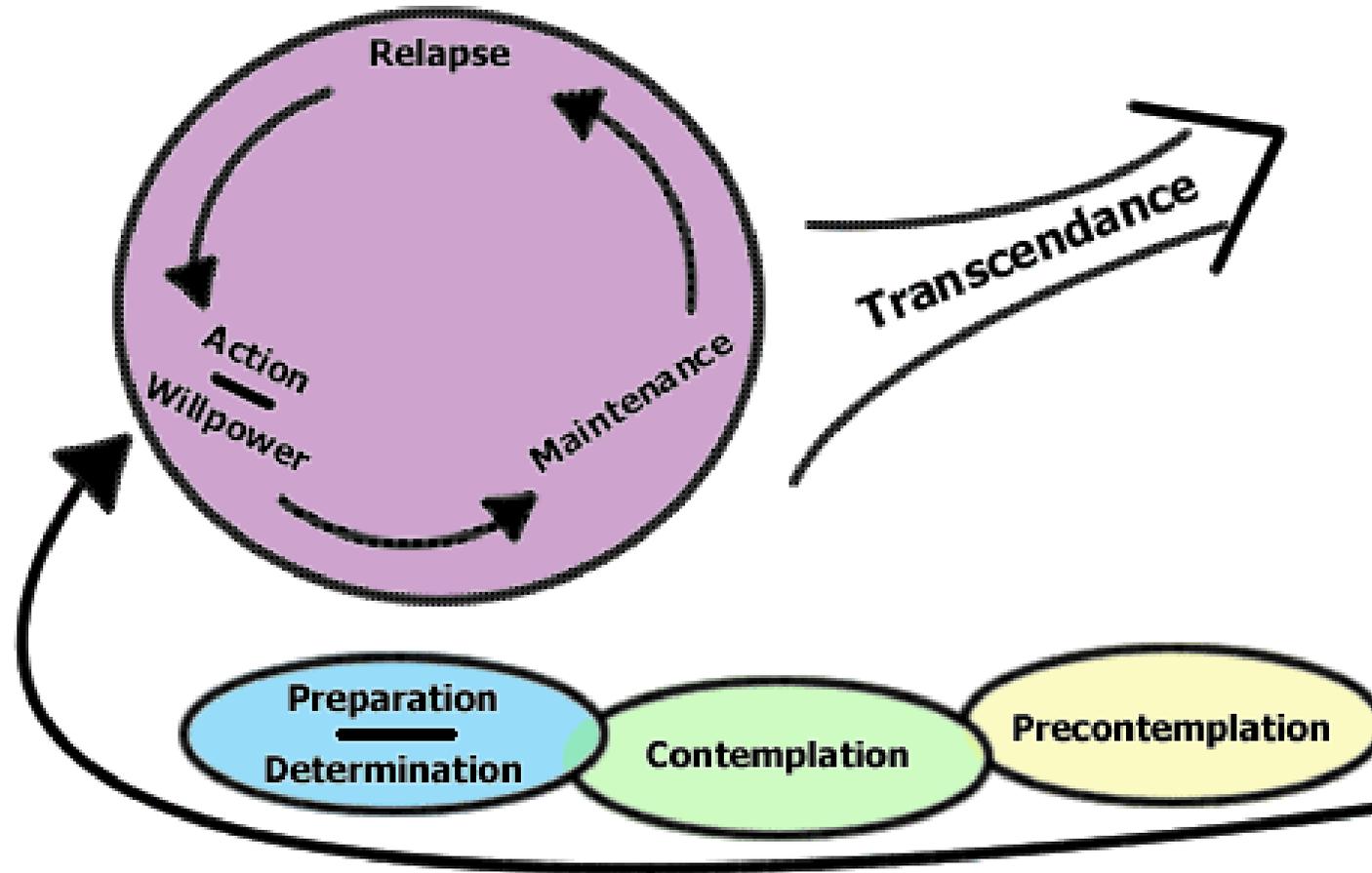
Focus on

- Description and intensity of their feelings and thoughts
- Their perception of problem
- Their specific requests for help
- Previous attempts to change
- What factors are supporting the status quo and the change

Case Example: Jesus and the Rich Young Ruler

- **Matt 19: 16** And someone came to Him and said, “Teacher, what good thing shall I do that I may obtain eternal life?” **17** And He said to him, “**Why are you asking Me about what is good? There is *only* One who is good; but if you wish to enter into life, keep the commandments.**” **18** *Then he* *said to Him, “Which ones?” And Jesus said, “**YOU SHALL NOT COMMIT MURDER; YOU SHALL NOT COMMIT ADULTERY; YOU SHALL NOT STEAL; YOU SHALL NOT BEAR FALSE WITNESS; 19 HONOR YOUR FATHER AND MOTHER; and YOU SHALL LOVE YOUR NEIGHBOR AS YOURSELF.**” **20** The young man *said to Him, “All these things I have kept; what am I still lacking?” **21** Jesus said to him, “**If you wish to be complete, go *and* sell your possessions and give to *the* poor, and you will have treasure in heaven; and come, follow Me.**” **22** But when the young man heard this statement, he went away grieving; for he was one who owned much property.

Change Agents Join the Change Process



Methods used by Change Agents

Active Listening
Asking questions
Teaching/Preaching
Advocacy/Intercession
Coaching
Encouragement

Challenging/Debating
Discipline
Comfort/Nurturing
Resolving Conflict
Physical Presence
Counsel/Rehab
Sharing Stories

Change Agent 103: Select Methods Useful for Stage of Change?

Pre-contemplation-----Admitting
prob

Active Listening
Asking questions
Coaching

Action-----Doing different

Encouragement

Transcendance-----Living new
reality

Sharing Stories
Comfort/Nurturing
Counsel/Rehab

Case Example:

- **CA-** I wondered how you have been doing?
- **Sam-** I'm ok, better than last week much better than the week before.
- **CA-** Thank God for his grace! What is holding you back from being good today?
- **Sam-** Sadness over the lost time in my marriage.
- **CA** Oh yes, that is sad. How do you want to feel about the lost time?
- **Sam-** Less sad and like it served a purpose.
- **CA-** Yeah, like it was worthwhile. It might be helpful to write a letter to your future self, to remind you of what your feeling now.

Summary and Conclusion

Change Agents don't manufacture change they use their tools to advance the existing change process.

Change Agents use tools such as approach, words, actions, intensity to best fit the person and situation.

Change Agents use methods that support the stage of change the person is in.

RELAPSE



Words Associated with Relapse

Predictable

Unpreventable

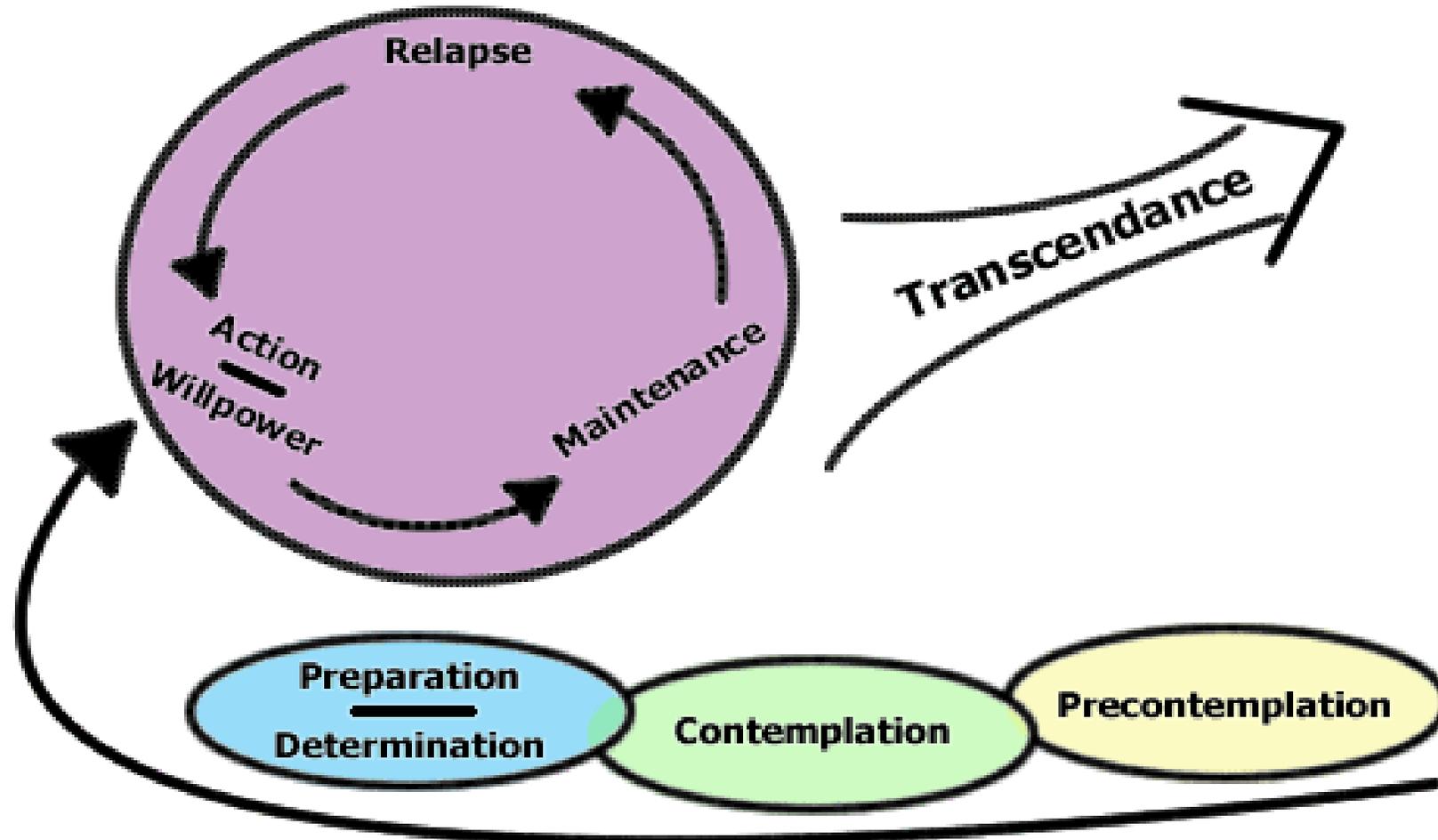
Part of transformation

Revealing

Disconnected

Illuminating

Review: Process of Change



Case Example

- Molly is has not used unprescribed medication for a year. She attends bible study and counseling on a regular basis. She says she is happy and has no concerns about relapsing.
- Molly was cleaning her house one day and found some old pills. She is not sure why but she took one. She feels really guilty and shameful about it. She promises it will not happen again.



Internal Conflict

Romans 7:14

The Personal Iceberg Metaphor of the Satir Model

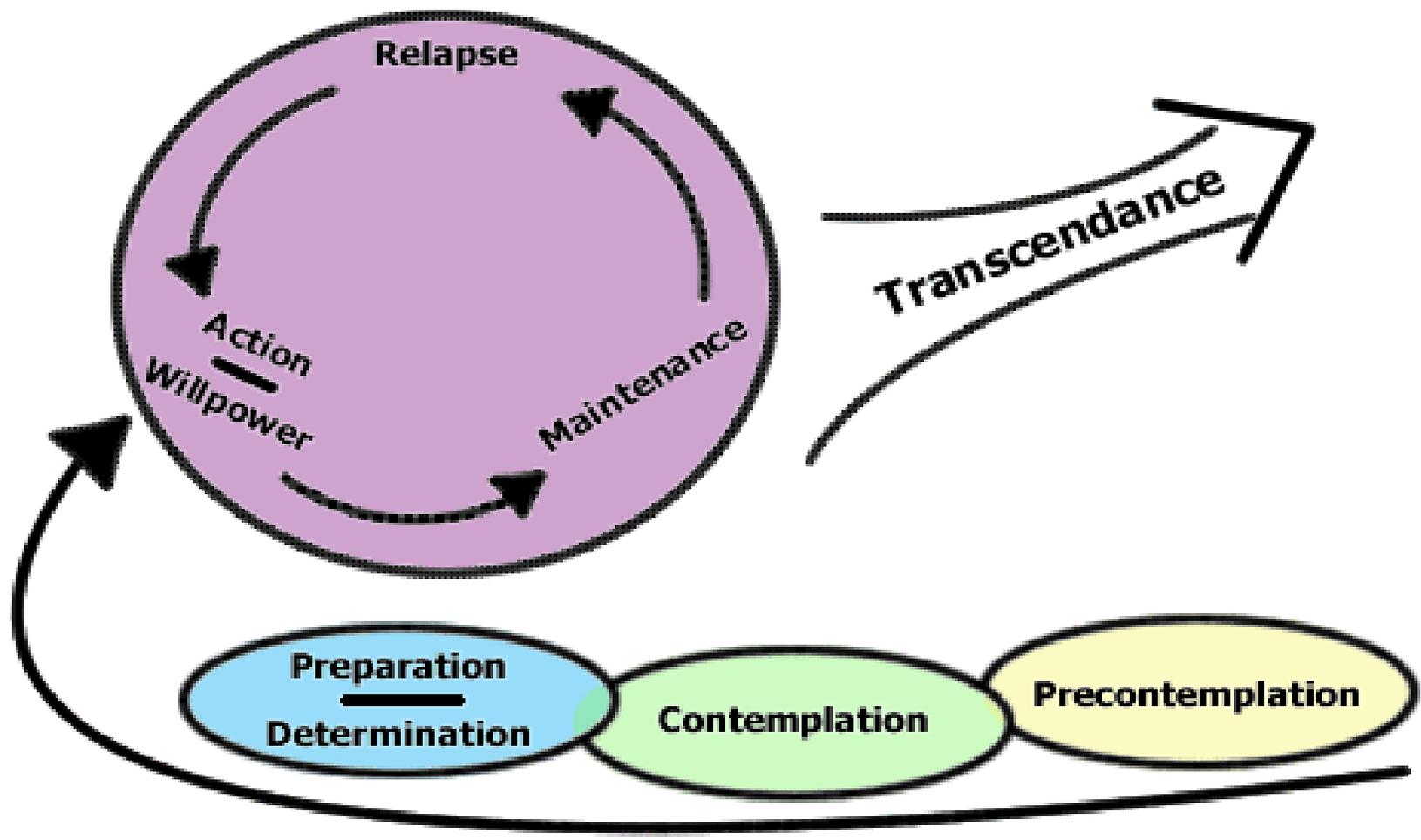


1Cor 12:14

For the body is
not one member,
but many.

Relapse is the
revelation
that part of a
person's
consciousness is in
conflict with
another and needs
to be reconciled to
be whole.

Process of Change



**Relapse happens
when we encounter
an internal
disagreement that
needs to be
reconciled in order
to be transformed**

Biblical example:

- Matthew 14:28 “Lord, if it’s you,” Peter replied, “tell me to come to you on the water.” 29 “Come,” he said. Then Peter got down out of the boat, walked on the water and came toward Jesus. 30 But when he saw the wind, (Internal Conflict) he was afraid and, beginning to sink, cried out, “Lord, save me!” 31 Immediately Jesus reached out his hand and caught him. “You of little faith,” he said, “why did you doubt?”

Case example continued

- As Molly was talking about her relapse, she discovered, that day, she had a brief thought about how she missed the security she felt with taking pills. In the moment she ignored the thought and kept on cleaning.
- She discovered it was part of a belief “Do whatever makes her feel good”. She discovered the belief originated from a childhood experience that she was invincible and would not die. She recalls being told this by her parents and believed it.
- She connected with this old belief and updated it. Then she restored the feelings associated with that belief and experiences. Then she brought that entire part under the love and authority of Jesus.



1 Corinthians
13:10
but when
completeness
comes, what
is in part
disappears.

So what then?

Going up change process means going and down the Iceberg

