
HELLO THERE!
We're glad that you made it !
Helping People. Changing Lives.
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PARTNERSHIP
LEARNING COMMUNITIES RESOURCE CENTER

National Webinar Event: Stages of Change

Kishia Harms (CCAP) and Brooke Eskridge (CCAP)

February 21, 2024
2:00pm-3:00pm ET

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AMERICA'S POVERTY FIGHTING NETWORK



Land Acknowledgement

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted.

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Land Acknowledgement

https://native-land.ca/

- **This meeting is being held on the traditional lands of the _____ People, and I pay my respect to elders both past and present, who have stewarded this land throughout the generations."**
  - Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.
- **Deliver** your statement in the chat including the land/people relevant to the land that you are occupying during this session. **Learn more** by taking time to learn about the Indigenous history of the land you live on. The Partnership team will share the link to the US Department of Arts and Culture in the chat now. Visit https://usdac.us/nativeland to get started.



The Promise Of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

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Today's Presenters



Kishia Harms, LMSW, CCAP



Brooke Eskridge, M.Ed., CCAP

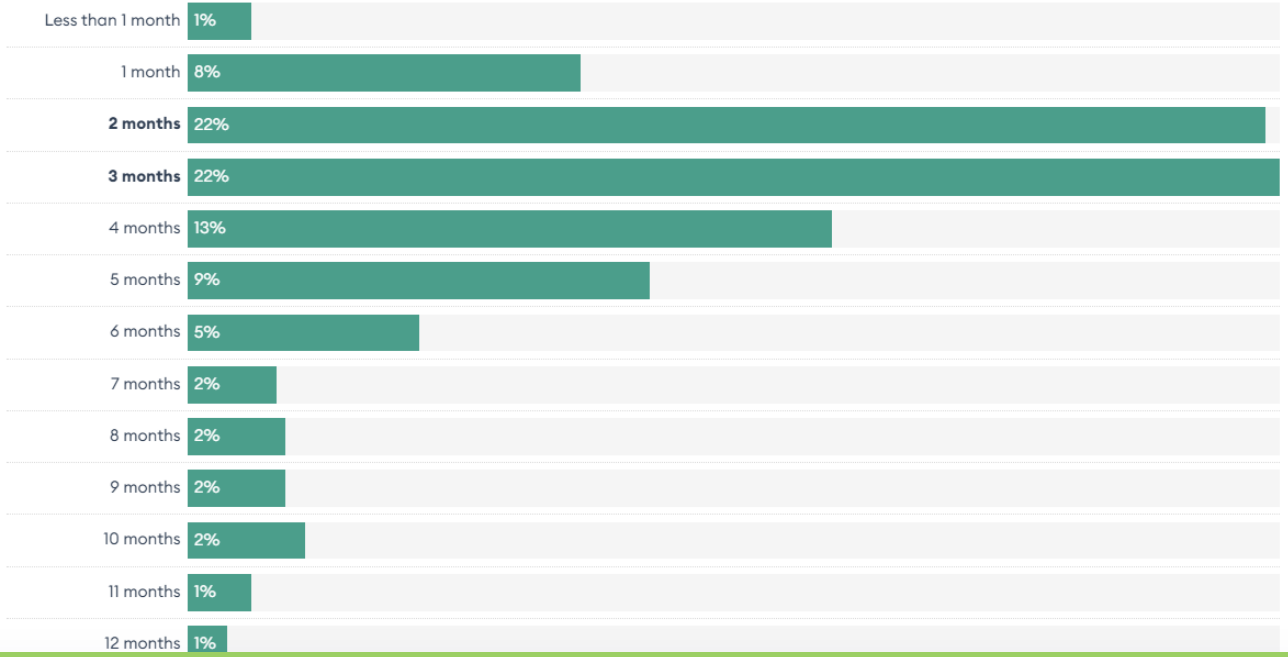
Central Missouri community Action



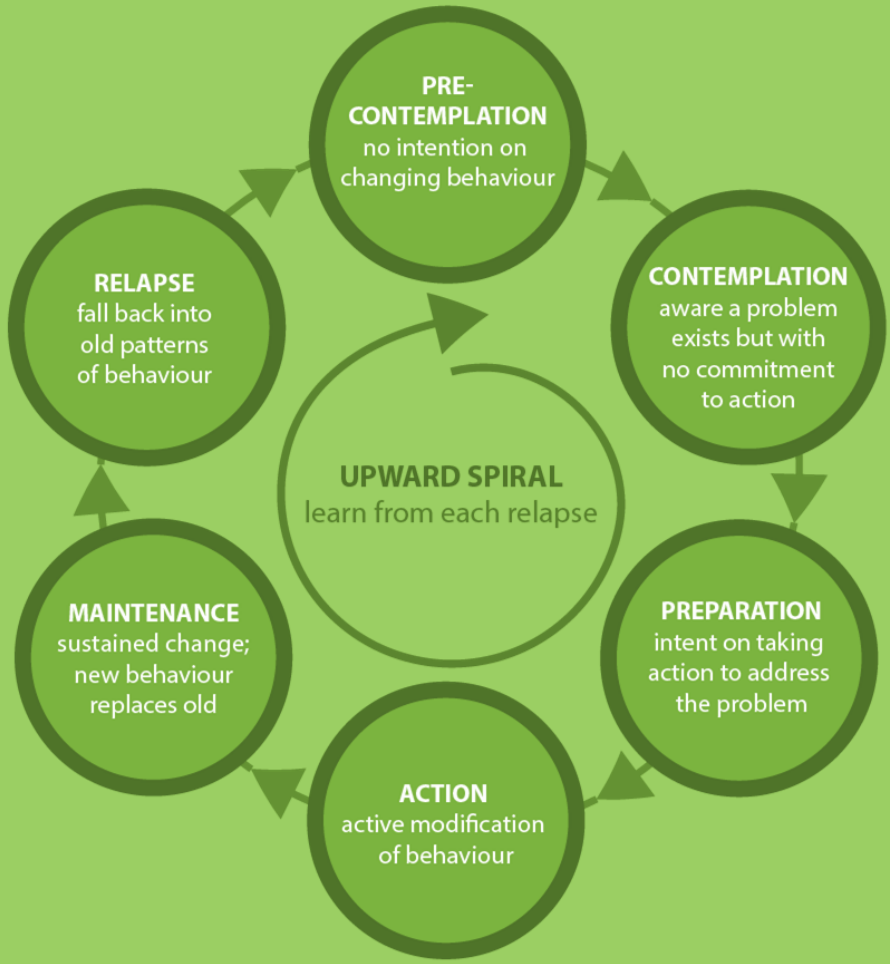
The Stages of Change

The Forbes Health/One Poll survey found that the average resolution lasts just 3.74 months. Only 8% of respondents tend to stick with their goals for one month, while 22% last two months, 22% last three months and 13% last four months.

How Long Do Resolutions Last?



Stages Of Change



No intention of changing behavior; fail to see the need to change

Pre-contemplation

Pre-contemplation

"People keep telling me that, but I don't see what the issue is."

"What's the big deal?"

"I tried that before, and it got me nowhere."

"And how is that supposed to help me?"

"I don't see a problem here."

Ambivalence: aware a problem exists, but no commitment to action

Contemplation

Contemplation

"I know, I really need to work on that."

"But is it worth it?"

"I'm still kind of thinking about it."

Intent on taking action to address the problem

Preparation

Preparation

"I'm going to do it right this time."

"I might need some help getting started."

"I want it to count this time."

"I want it to do this for myself and for my family."

Active modification
of behavior

Action

Action

"I'm finally doing it."

"It's hard, but I'm glad I'm doing it."

"I can tell a difference, and it was worth it."

Sustained change;
new behavior replaces old

Maintenance

Maintenance

"I'm sticking to my plan."

"I've changed."

"I'm glad I decided to go for it."

"There are still times when it's hard, but I feel good about it."

Fall back into old patterns of behavior

Relapse

Relapse

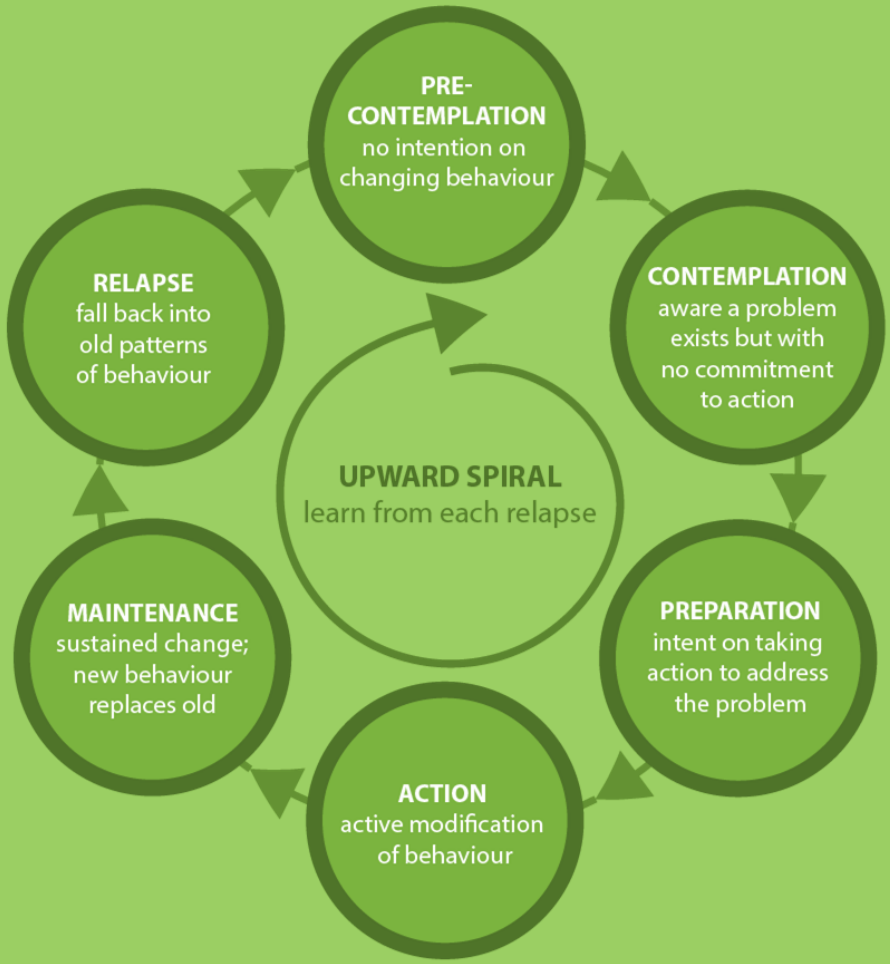
"I'm frustrated with myself. I thought I had this figured out."

"I slipped."

"I've kind of gotten away from it."

"I used to. I probably should again."

Activity: Identify the Stage of Change





Strategies & Supports

- Increase awareness by providing information
- Explore previous efforts
- Explore perceived pros and cons of change
- Listen for “change talk”

Precontemplation

Goal: Consider the need for change

Precontemplation ➡ Contemplation

Explore
Affirm
Reflect
Summarize



Precontemplation ➡ Contemplation

Advantages of changing behavior

Tell me more about why you're thinking about making this change?

Consequences of not changing behavior

How do you think that will affect ___ if you decide not to do it?

Optimism about the future

How would things be better for you if you made this change?

Intention to act

If you decide to do it, what would a small step look like?

- Explore self-efficacy, free choice, & responsibility
- Explore feelings about change
- Explore how behaviors affect others

Contemplation

Goal: Commit to change in the near future

Contemplation ➡ Preparation

Desire
What do you want to happen? How are you feeling about this idea?

Ability
What would make you feel more able to make this happen?

Need
Why could now be the right time?

Commitment
When do you plan to start? What steps do you see yourself taking?

Taking steps
What steps have you taken already?

- Offer options for change
- Clarify motivation and set SMART goal with steps
- Identify and problem solve barriers to change
- Suggest social supports
- Encourage public commitment to change

Preparation

Goal: Develop a goal and an action plan

Stages Of Change



30 days

Preparation ➡ Action



- Support a realistic view of change through small steps
- Help identify high-risk situations
- Support development of coping skills & substitute behaviors
- Help identify rewards or reinforcers
- Help access family and social support systems

Action

Goal: Continue new behavior for six months

- Continue to support development of coping skills & substitute behaviors
- Review long-term goals
- Plan how to avoid relapse

Maintenance

Goal: Sustain the new behavior long-term

Action ➡ Maintenance

Social supports

How can I help?
Who else can help support you?

Build coping skills

Some people have tried ___.
Would it help for us to practice together?

Explore barriers

What roadblocks do you expect?
What ideas do you have on how to handle ___?

Identify rewards

How will you keep yourself motivated?
How will you celebrate successes along the way?

- Frame relapse as a learning experience
- Identify triggers for relapse
- Help identify different coping strategies
- Revise action steps if needed

Relapse

Goal: Reaffirm commitment & restart cycle



Wrap Up

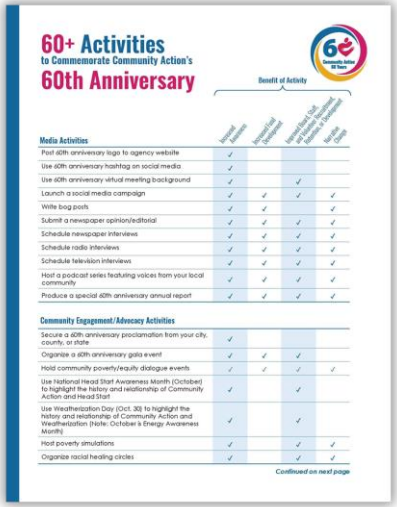
Tools:

- EARS
- Scaling questions
- Decisional balance worksheet

Questions?

60th Anniversary of Community Action

- 60th Anniversary Toolkit
- Planning Guide
- 60+ Activities Starter Pack List
- Share your ideas
- See your colleagues' ideas



60+ Activities
to Commemorate Community Action's
60th Anniversary

Benefit of Activity

Media Activities	Internal Relations	Increased Local Awareness	Helped Build Staff and Boards Engagement and Sense of Accomplishment	Media Clients
Post 60th anniversary logo to agency website	✓			
Use 60th anniversary hashtag on social media	✓			
Use 60th anniversary virtual meeting background	✓		✓	
Launch a social media campaign	✓	✓	✓	✓
Write bog posts	✓	✓		✓
Submit a newspaper opinion/editorial	✓	✓	✓	✓
Schedule newspaper interviews	✓	✓	✓	✓
Schedule radio interviews	✓	✓	✓	✓
Schedule television interviews	✓	✓	✓	✓
Host a podcast series featuring voices from your local community	✓	✓	✓	✓
Produce a special 60th anniversary annual report	✓	✓	✓	✓
Community Engagement/Advocacy Activities				
Secure a 60th anniversary proclamation from your city, county, or state	✓			
Organize a 60th anniversary gala event	✓	✓	✓	
Hold community poverty/equity dialogue events	✓	✓	✓	✓
Use National Head Start Awareness Month (October) to highlight the history and relationship of Community Action and Head Start	✓		✓	
Use Weatherization Day (Oct. 30) to highlight the history and relationship of Community Action and Weatherization (Note: October is Energy Awareness Month)	✓		✓	
Host poverty simulations	✓		✓	✓
Organize racial healing circles	✓		✓	✓

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60 Community Action 60 Years

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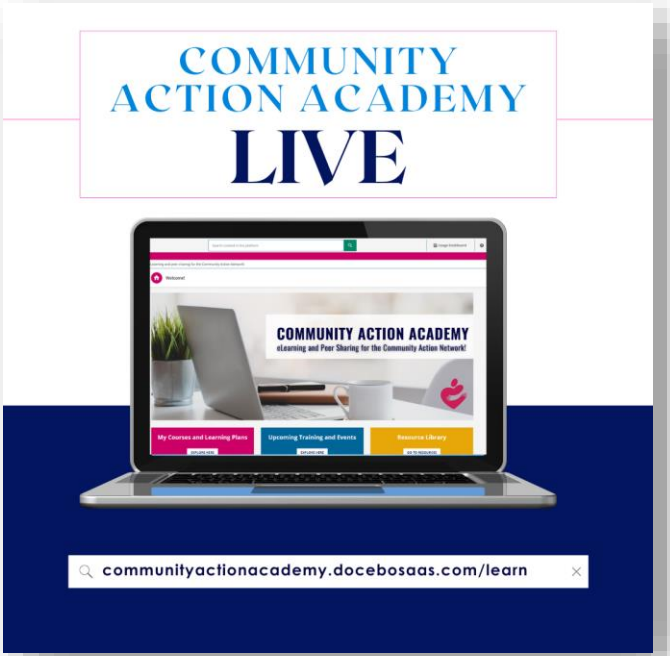
The new and improved Community Action Academy is now LIVE!

Community Action Academy, our online learning hub, has a new look! The platform has been updated with a new look and additional features.

For assistance or questions related to creating a new account or any other concerns, users can reach out to Tayla Daniel at:

tdaniel@communityactionpartnership.com

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WEBINAR WEDNESDAYS

With the National Community Action Partnership

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Join us on **Wednesdays at 2 PM ET | 1 PM CT | 12 PM MT | 11 AM PT** for the continuation of our National Webinar Series **Webinar Wednesdays**! Tune in to participate in free expert-led training/technical assistance presentations on various promising anti-poverty practices.

WEBINAR CONTENT AREAS:

- **Financial Empowerment**
- **Health Intersections**
- **Strategic Planning**
- **Poverty Trends**
- **Racial Equity**
- **Energy**
- **Data Analysis and Management**
- **Weatherization Leveraging**
- **Whole Family Approaches**
- **Trauma-Informed Care**
- **Rapid Response and Recovery**
- **and more!**

SCAN HERE!

FRESH FINDS

THE LATEST ANTI-POVERTY RESOURCES

Explore the latest resources, webinars, and funding opportunities from other organizations engaging in anti-poverty efforts. The list is updated periodically to ensure "freshness!"



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Financial Empowerment Resource Hub

Check out the new **Financial Empowerment Resource Hub!**

Explore resources & tools to equip / empower growth and development for families.



www.communityactionpartnership.com/financial-empowerment/

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