

PLANNING



Planning and Implementing Change-Oriented Strategies

Implementing the Planned Change Process

The Office: Birthday Party Planning

The 
Office

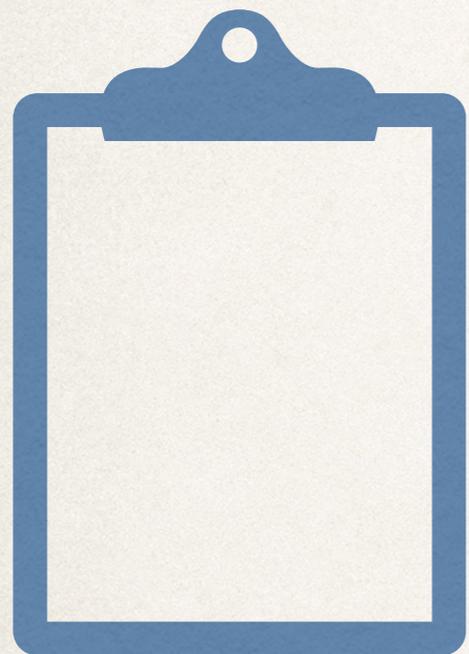


Failing to plan...
is planning to fail

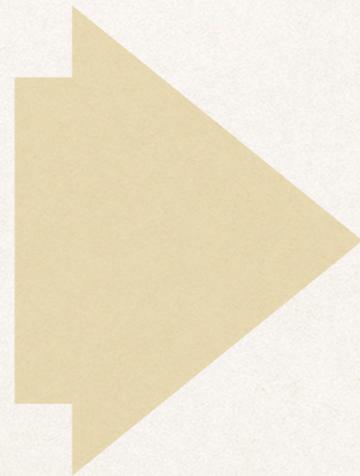
Agenda

- ❖ Information about goals
- ❖ The 8 steps to planning
- ❖ Practice doing the planning process

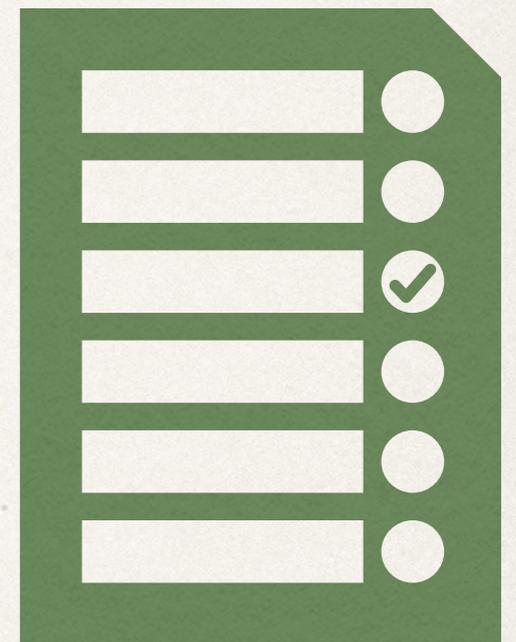
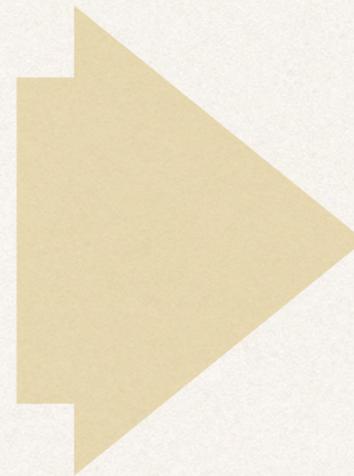
Linkages in the Planned Changed Process



Assessment



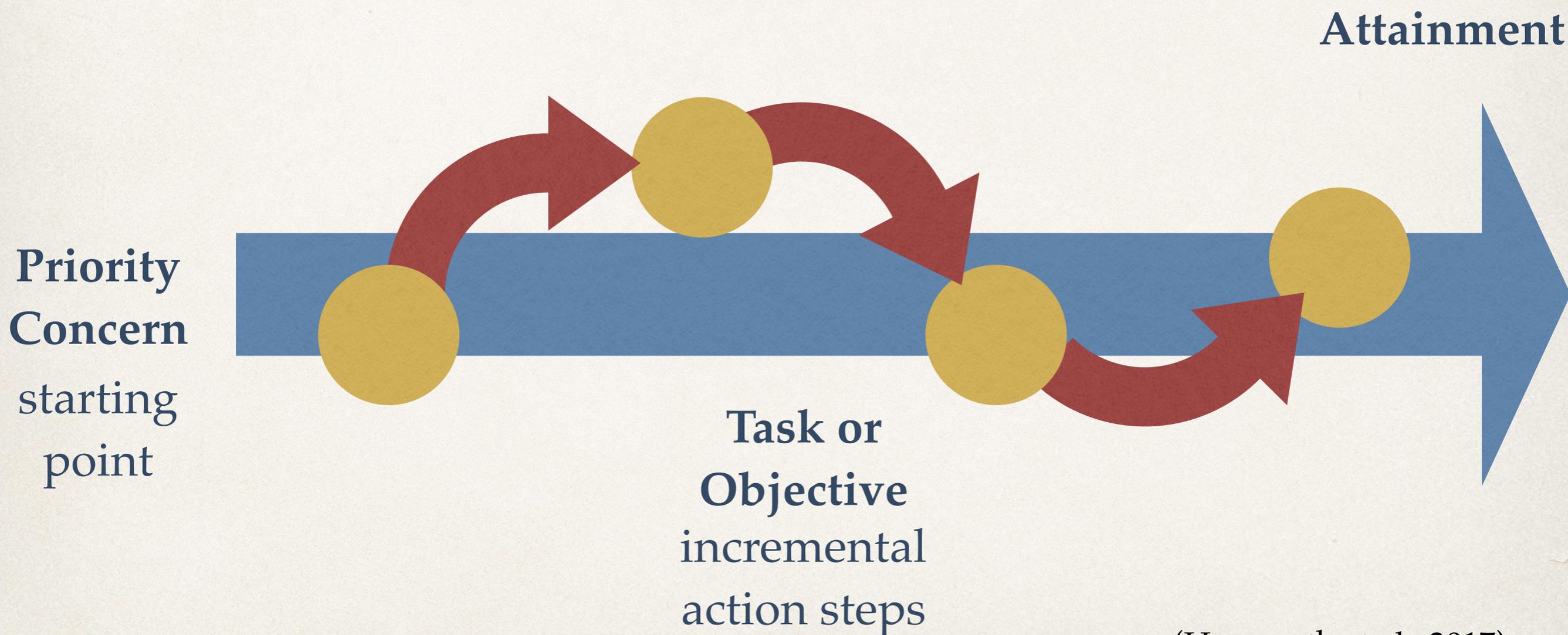
Targeted
Concerns



Goals

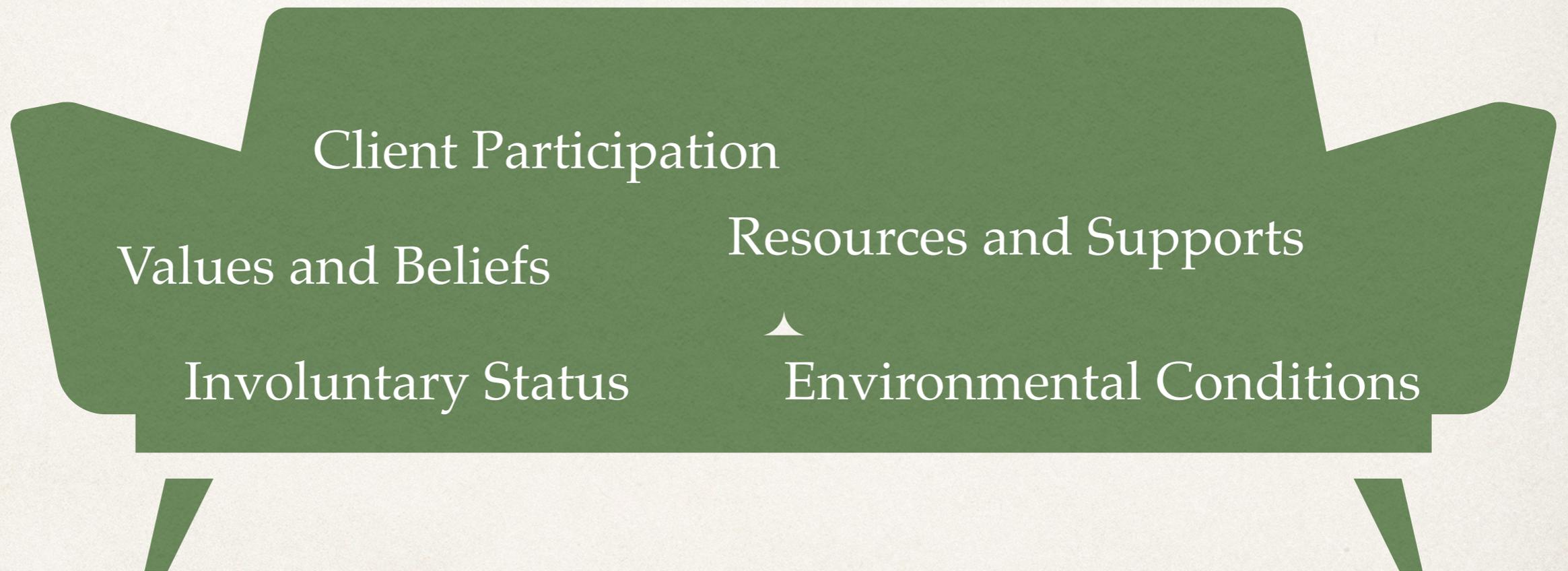
(Hepworth et al., 2017)

Purpose and Function of Goals



(Hepworth et al., 2017)

Factors Influencing Goal Development



(Hepworth et al., 2017)

Overt

Covert

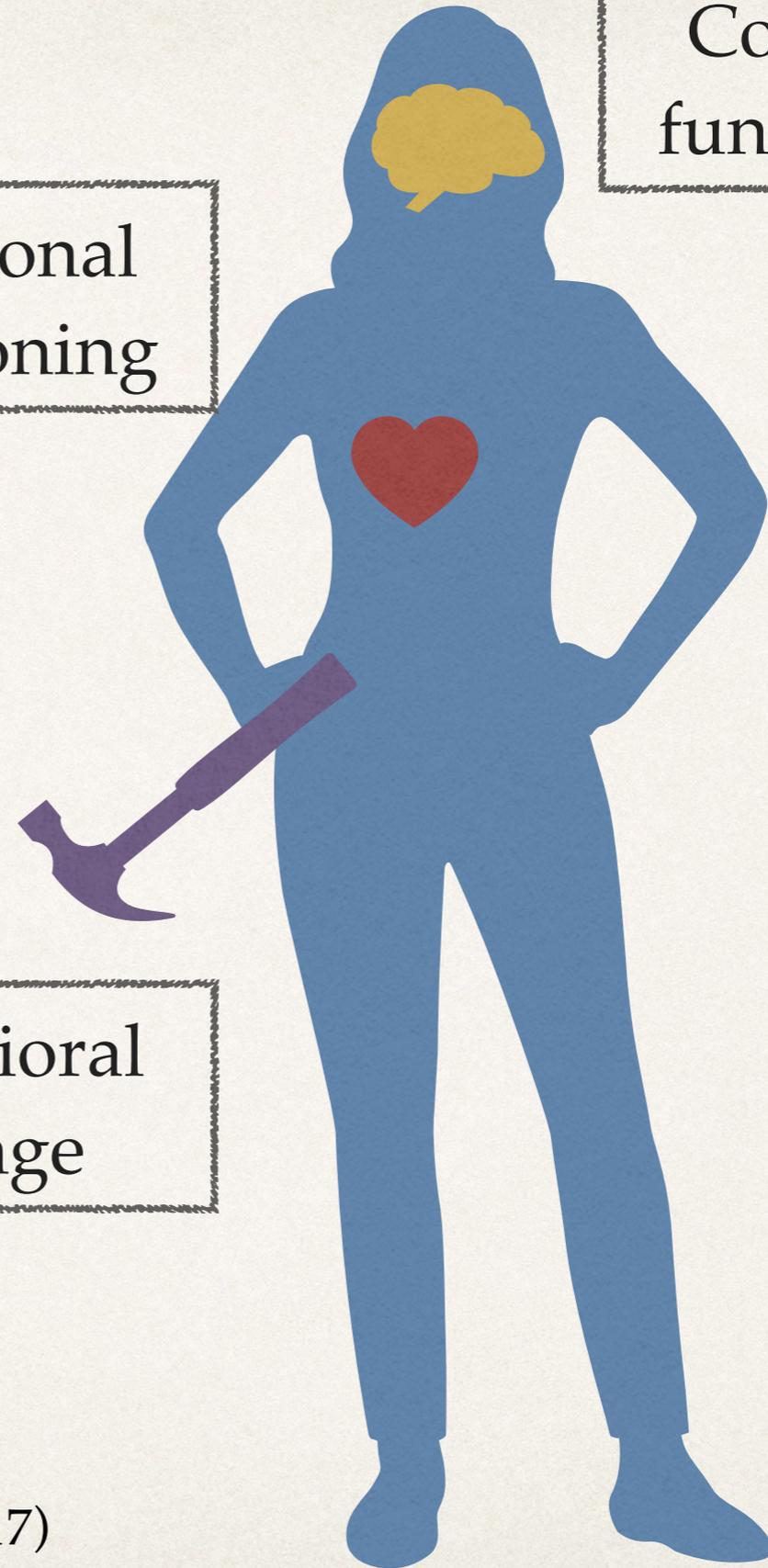
shared

Reciprocal

Emotional functioning

Cognitive functioning

Behavioral change



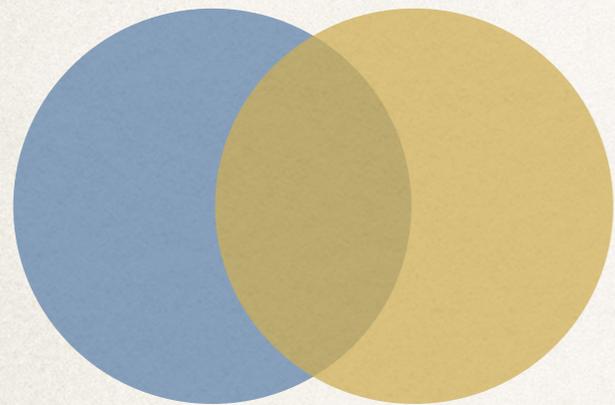
(Hepworth et al., 2017)

Thinking Distortions

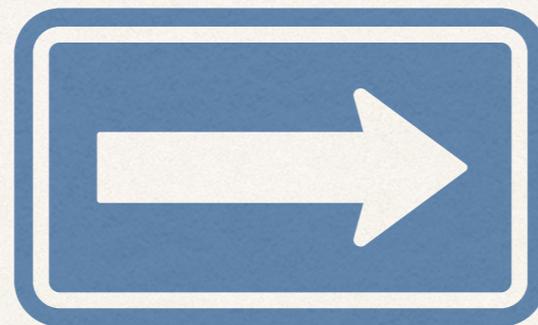
Examples in the media
Personal examples

- ❖ All or nothing thinking
- ❖ Blaming
- ❖ Catastrophizing
- ❖ Discounting positives
- ❖ Emotional reasoning
- ❖ Inability to disconfirm
- ❖ Judgment focus
- ❖ Jumping to conclusions
- ❖ Mind reading
- ❖ Negative mental filtering
- ❖ Overgeneralization or globalization
- ❖ Personalizing
- ❖ Regret orientation
- ❖ “Should” statements
- ❖ Unfair comparisons
- ❖ What ifs

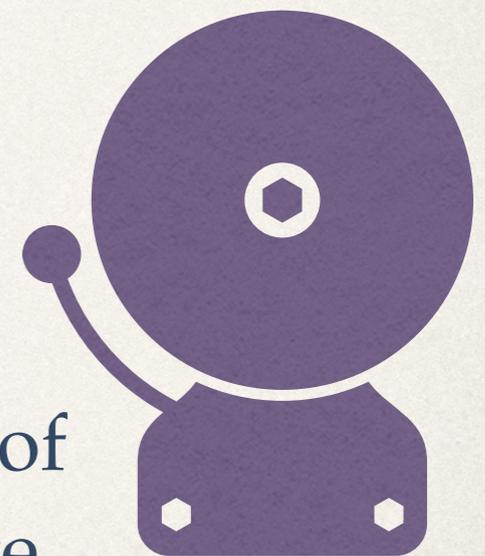
Strategies for Developing Goals with Involuntary Clients



Motivational
Congruence



Agreeable Mandate



Getting Rid of
the Mandate

(Hepworth et al., 2017)

Steps in the Planning Process

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Creating Buy-in
- Developing self-efficacy

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Contemplating change
- Clearly understandable
- Realistic

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

Specific

Measurable

Attainable

Relavant

Time-bound

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

1. Identify problems

2. Restate in behavioral terms

3. Evaluate client priorities

4. Develop an initial agreement

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

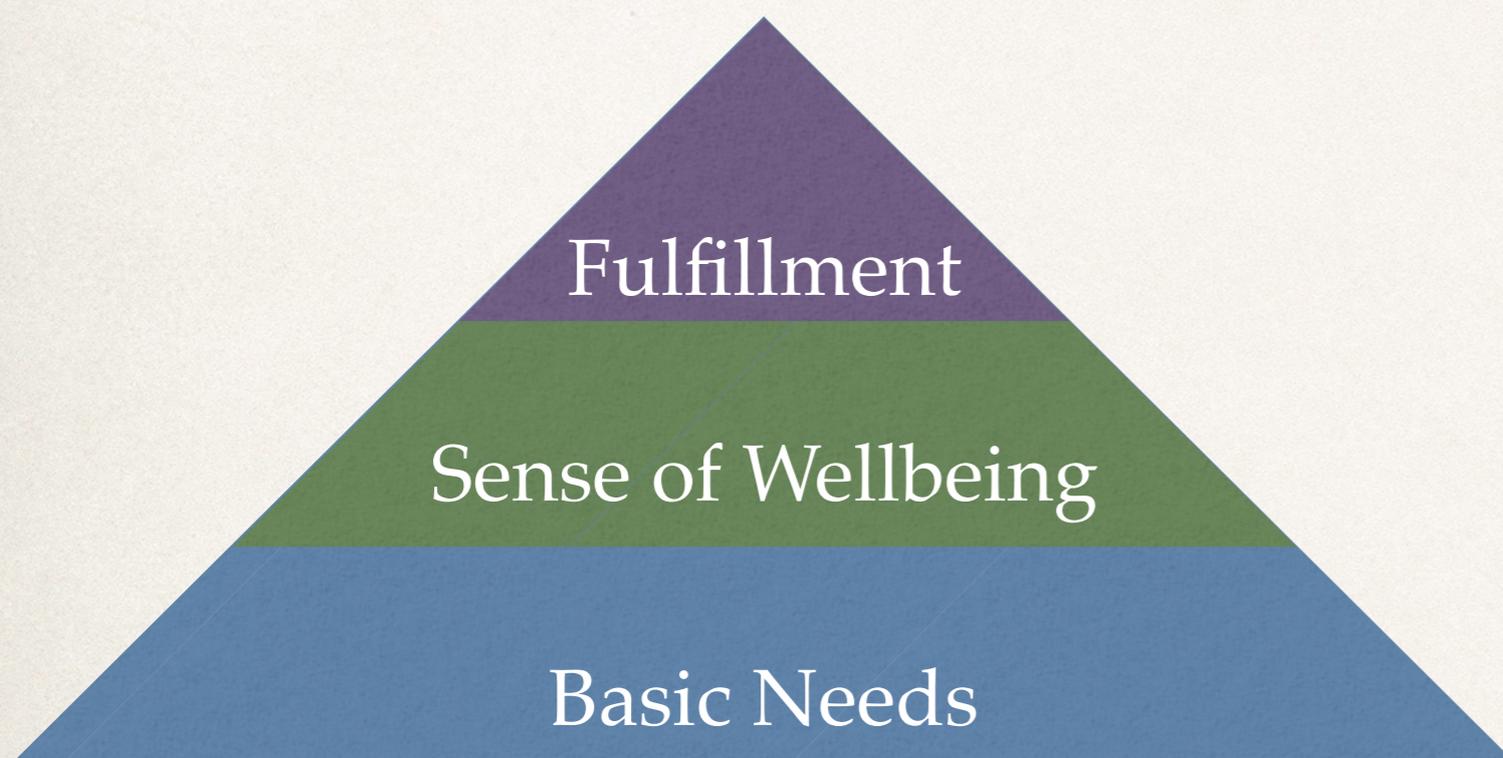
Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Interpersonal conflict
- Dissatisfaction in social relations
- Problems with formal organizations
- Problems in role performance
- Problems of social transition
- Psychological and behavior problems
- Inadequate resources
- Problems in decision making
- Cultural and religious conflicts

Steps in the Planning Process



Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

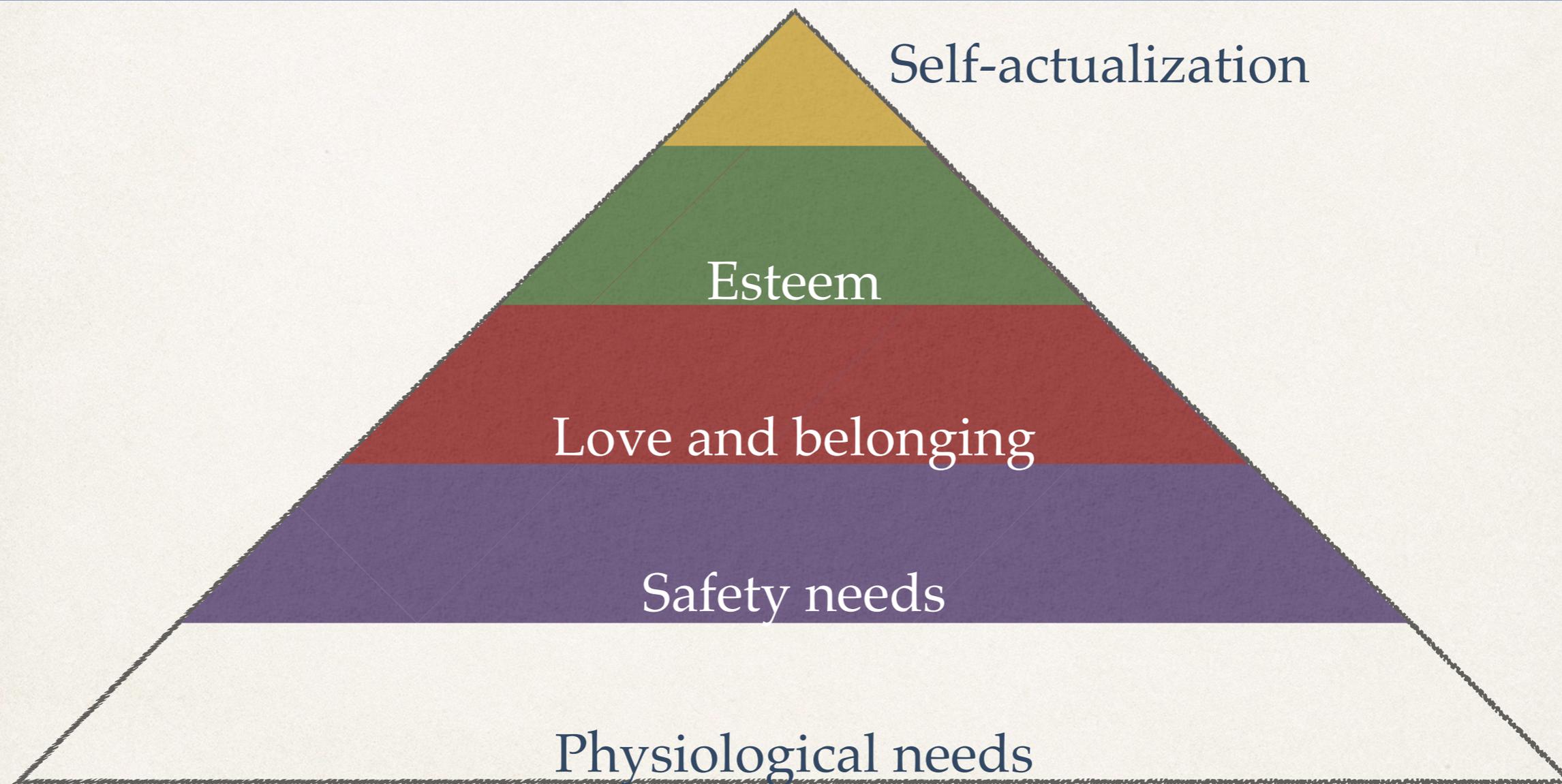
Establish Goals

Specify Objectives

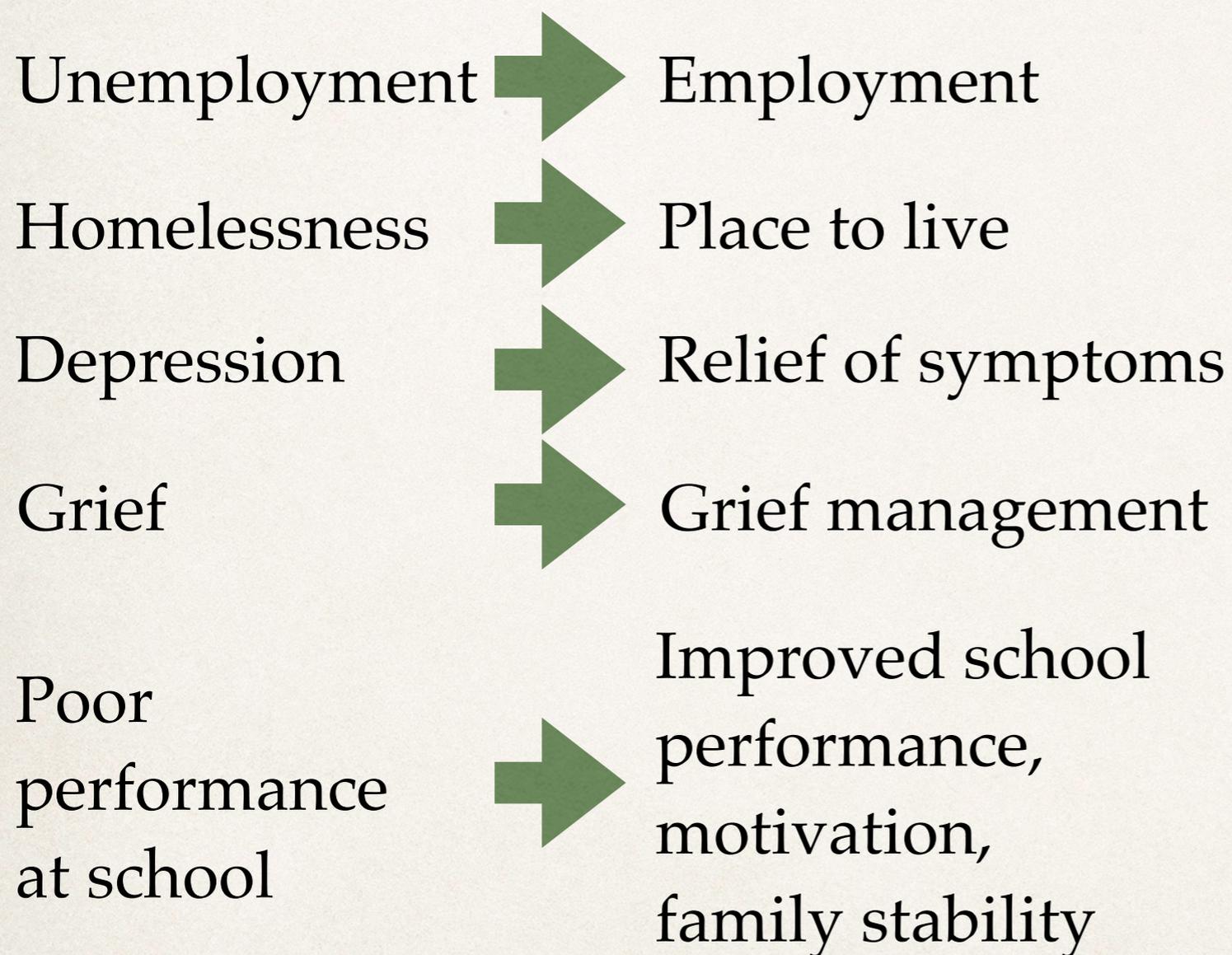
Specify Action Steps

Formalize a Contract

Steps in the Planning Process



Steps in the Planning Process



Steps in the Planning Process

1. Focus on selected areas

Work with your client

2. Review from levels of interaction

Prioritize Problems

Translate Problems into Needs

3. Emphasize strengths

Evaluate Levels of Intervention

Establish Goals

4. Evaluate strategies

Specify Objectives

Specify Action Steps

5. Make a decision

Formalize a Contract

Steps in the Planning Process

- Suggest nature of intervention
- Defined goals
- Clarify the purpose
- Broad statement

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Specific and measurable
- Clear
- Complete

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Who
- What
- When

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- What will occur
- Built with collaboration
- Contains all of the specifics of the plan
- Various formats

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Helps clients work on their problems
- Clients feel empowered
- Reminds them of their agreements and responsibilities
- Assist in monitoring and evaluating

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

- Written
- Oral
- Implicit

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract

Steps in the Planning Process

What does the end RESULT look like?

Work with your client

Prioritize Problems

Translate Problems into Needs

Evaluate Levels of Intervention

Establish Goals

Specify Objectives

Specify Action Steps

Formalize a Contract