

Stages of Change and Vocational Recovery for Homeless Job Seekers and Workers

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Stage of Change	Characteristics of Vocational Situation	Motivational Orientation	Motivational Intervention
Pre-Contemplation (Engagement)	Resistant to discussions about work; getting a job is not on the radar; anxious about employment; projects unemployment as necessary for working on recovery-does not see benefits of working to improved health; may state they can work whenever they want to.	Increase awareness about the benefits of working (increased income); increase hopefulness about self; increase insight as to how employment meets needs and unemployment inhibits; will life get better without a job	Intervene by developing discrepancies through career and life mapping; avoid arguments and power struggles; use active listening skills
Contemplation (Persuasion)	Considers employment as a possibility; will talk with staff about working, may ask about implications of employment.	Acknowledge concerns and support decision making efforts; incentivize change efforts	Develop tools – Passport to Success; Make list of pros and cons of working; cost/benefit analysis; values clarification activities; provide inspirational workshops (working client success presentations); employed peer mentoring; role playing; affirm persons active exploration; empathize with fears or concerns;
Preparation (Determination)	Taking stock of oneself to plan for pursuing a job; makes vocational plan; gathers information; expresses concerns; seeks solutions to potential problems; enters training or educational programs to prepare for employment; considers risks of substance use linked to working and develops response plan;	Encourage new behaviors; confirm commitment to change; promote and support steps toward work;	Role playing; skill development; job visits; volunteer jobs or internships; job club discussion group; reading occupational information, training program descriptions; participate in occupational or job readiness training; learn, improve interviewing skills

<p>Action (Active Rehabilitation)</p>	<p>Exits training to enter employment; working competitively for an employer;</p>	<p>Trial & error employment should be expected; job loss is not failure but informs next job match;</p>	<p>Affirm self-efficacy skills; job search club; coaching to support clients making online job applications or at employer sites and for interviewing with employers; set up informational interviews;</p>
<p>Maintenance</p>	<p>Remains attached to the workforce; resolves on the job problems; seeks re- employment when there is a job loss; secures new work within 2 months of a job loss</p>	<p>Workers reaching 90 days on job, likely to make it 180days; address long term issues such as fear and anger in authority relationships; paychecks can be trigger moments; improve workers conflict management skills and work attitudes.</p>	<p>Offer post employment support groups; coach worker in money management strategies; teach or coach workers to develop co-worker relationships; teach and coach workers conflict management skills; teach “job loss triggers”;</p>
<p>Relapse prevention</p>	<p>Person uses available supportive services to stay employed; considers next job as career moves; considers additional training needed to get more satisfying work; uses earned income legitimately; learns skills to respond to trigger events or moments;</p>		<p>Teach and coach in conflict management skills; support development of hobbies or relaxing pursuits or social alternative activities; teach cognitive-behavioral training practices or other personalized relapse prevention strategies;</p>