

Importance, Confidence & Readiness Rulers

The following pages contain several tools that can be used to help a person process any mixed feelings, (ambivalence, feeling out of balance or disharmony) they may experience when confronted with a request or need for making a change. Options are presented as each person may not respond to specific tools.

There are many ways to approach how someone can address readiness to engage in a process of looking at their situation with a trusted person/ helper.

MI Engagement

For people who like to see progress over time and do not mind quantifying their progress, rules can be helpful. When addressing change, it is important to identify how important (willing to) what their confidence is (able, can to know what to do) is when deciding to change which then affects their readiness (plan, commit to) making the desired change (s).

Example:

Helper: Hi Joseph. How are you today?

Client: I am fine.

Helper: Well, I am glad that you took the time to come in today to discuss your drinking. With your permission, I would like to understand better how ready you are to address how you are managing your diabetes. Would that be OK with you?

Client: Yeah. I think I am doing fine with though. What do you mean manage?

Helper: Oh, great question. What we talked about in the last few meetings together is that you are doing much better, for sure. However, we also noted from your last blood test that your A1C result is starting to get into a more hazardous area, putting you at greater risk for further health issues.

Client: I do not know what you mean, hazardous.

Helper: Elevated A1C means that linked to diabetes complications, such as heart disease, kidney disease. Eating a healthy diet, exercise and regular blood tests help to control those more serious complications, so reaching and maintaining your individual A1C goal is important if you have diabetes.

Client: Oh, I see what your saying now. You want me to exercise more.

Helper: Exercising and other activities, such as healthy eating, monitoring your blood pressure, and making sure you get the support and information specific to your diabetes all help. But you are more likely to accomplish goals if you decide to commit to them, then if I or someone else does it for you. Does that make sense to you?

Client: Well yes.

Helper: Let's view what you are already doing that makes a difference? What are you thinking is working for you now that you know is helping you with managing your diabetic condition?

Client: Sure. I am continuing to make my medical appointments, and I am working with my family on keeping with the diet. I could try to exercise more, I guess.

Helper: Yes, it seems that you are doing much better. And keeping appointments is fantastic. It sounds like you would be open to discussing increasing some exercises.

Client: I would try to improve. But it is hard to stay on it. I am busy with work and family. I get tired when I get home from the day and it is not on my high priority list of things to do; even though I know it would be a good thing.

Helper: Well, let's take a deeper look at it. There is a readiness structure we could look at if you would like. It can help identify how you are doing and give you some concrete feedback visually on where you are at on your journey to improving your health. Should we try it?

Client: Sure

Ruler Discussion:

Helper: (pulls out the 3 rulers) Here are three measurements that we could use to determine where you are in how important incorporating exercise into your weekly schedule coupled with a measurement on how confident you feel in accomplishing this goal. Combining the two we then look at your readiness (commitment to plan and take steps) to plan towards that goal. Ready?

Client: OK.

Helper: Let's start with the motivation ; On a scale from 1 to 10, with 1 being no willingness and 10 being the most willingness for you to work more exercise into your weekly schedule, what number would you choose?

Client: About a 7.

Helper: Why a 7 versus a lower number such as 4 or 5?

Client: Cause, I know it would be good for me and I have made a lot of progress so far. I also think it would make my family happy.

Helper: You might consider it not only for you but more importantly for you family.

Client: Yes. I want them to know that I am taking this seriously.

Helper: That is important to you, making your family happy. Even more important for them and even for your health.

Client: Both are true, but family is the most important.

Helper: 7 because of your family values and health as a goal. What might it take for you to move to a higher number, such as 8?

Client: I would need to find some time and something I like doing to keep it going

Helper: Ok. Let look at your feeling you could do more regular exercise weekly.

On a scale from 1 to 10, with 1 being not feeling able and 10 being the most able for you to work more exercise into your weekly schedule, what number would you choose?

Client: About of 5. I just don't know what I could do to keep it going.

Helper: 5 because of you are not sure what to do and to keep it going. What have you already tried?

Client: I have tried walking after dinner, riding a bike and on weekends, if it is nice weather, swimming.

Helper: Sounds like you have tried quite a few things. Keeping it going seems to be the challenge. What are your thoughts about that?

Client: Being tired and just wanting to rest keeps me from staying on it.

Helper: Something would help is figuring out how to be consistent and not getting too tired to keep it going.

Client: Yeah, I need my rest too. I get too grumpy otherwise

Helper: If you could exercise, but not tire out, you might like it better.

Client: Yes. That would help.

Helper: So, you chose a 5, not a 2 or 3. That seems that you have a some sense that you could exercise more regularly, as long as you do not tire out too much. What would it take for you to move your number to a 6 or 7?

Client: Maybe exercise, but not when I am too tired. And maybe ask one of my friends or family to go with me.

Helper: That would make it easier for you to be more regular, but it is also important that you give yourself an out if you are too tired. What would work for you to accomplish this?

Client: Exercising more regular, versus every day might be easier to do it weekly.

Helper: Sounds like setting a goal for the week and allowing yourself the option of adjusting it as you feel you have the energy or tired.

Client: Yes, that would probably work. I really have not tried it, but could, I suppose.

Helper: Great. The final ruler is just about that, what you are ready to commit to right now.

On a scale from 1 to 10, with 1 being not at all ready and 10 being the readiest or committed for you to work more exercise into your weekly schedule, what number would you choose?

Client: Now that we have talked about this more, I would be an 8. Pretty committed.

Helper: You feel more committed after we have talked about it more and seem more committed to take steps to going forward then.

Client: Yes, I think so.

Helper: Would you like to plan the next steps then?

Client: Yes, let's go ahead.

Debrief

Sometimes using rulers for some is not a natural way of thinking about how they are handling any mixed feelings regarding change. However, based on the conversation just read, the use of the rulers is more than just asking numbers. The conversation requires engaging the person using your MI skills of engagement, focusing on a behavioral change, and noticing the internal motivation that the client

already must encourage more growth towards what is in their best interest. In this case example committing to more regular exercise weekly.

In the appendix there are additional forms you can use without using a ruler to get at the same three constructs: importance, confidence, and readiness.



National Screening, Brief Intervention & Referral to Treatment

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Importance Ruler

- On a scale of 1-10 how important is it for you to change your drinking, drug use, substance use?
- Why not a lower number?
- What would it take to move to a higher number?





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Confidence Ruler

- On a scale of 1-10 how confident are you that you could change your drinking, drug use, substance use?
- Why not a lower number?
- Why would it take to move it to a higher number?





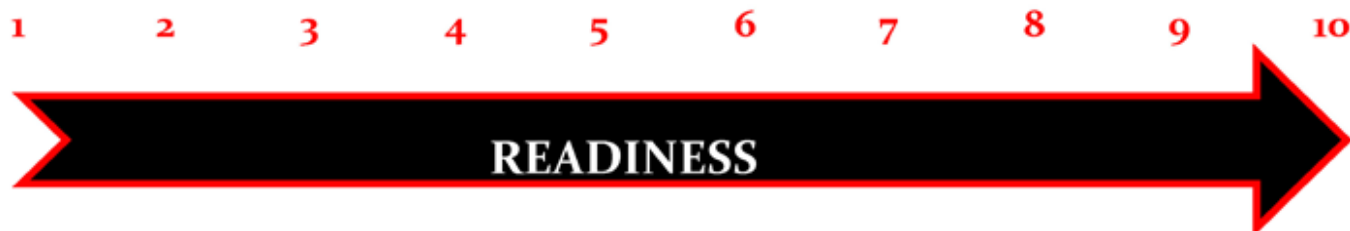
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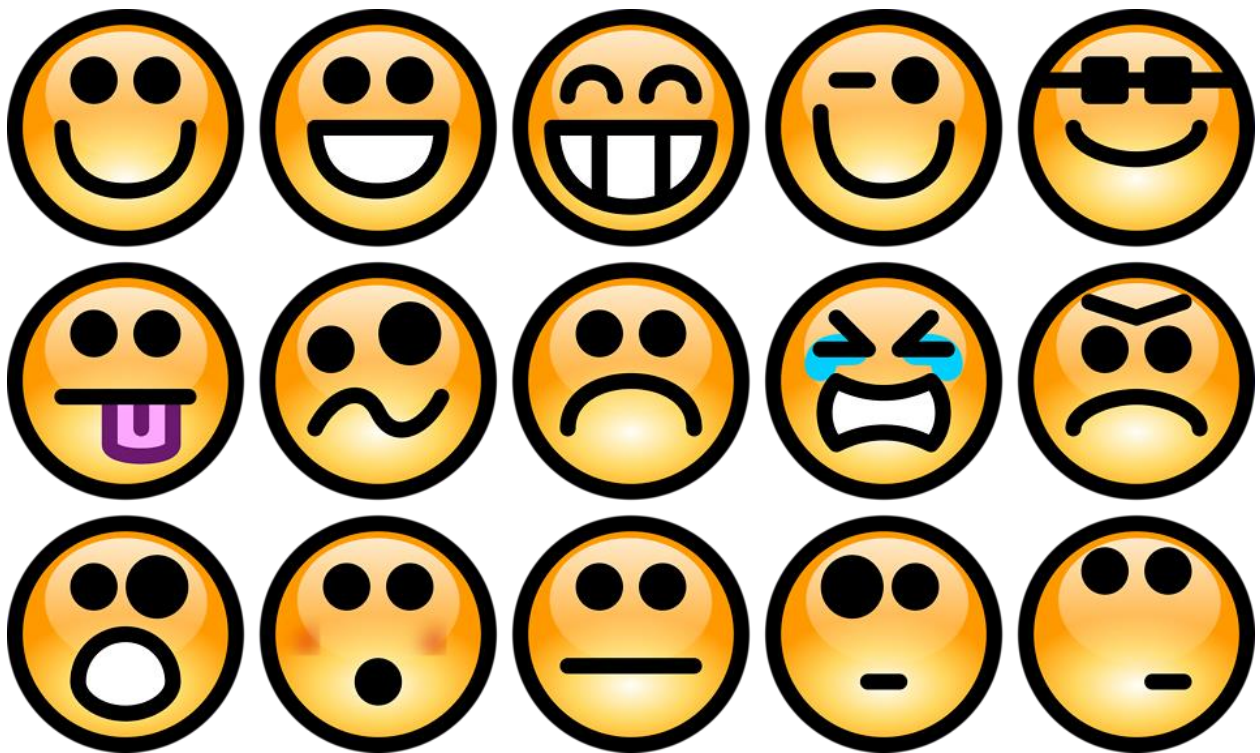
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Readiness Ruler

- On a scale of 1-10 how ready are you to make a change in your drinking, drug use, substance use?
- Why not a lower number?
- Why would it take to move it to a higher number?



AMBIVALENCE/ MIXED EMOTIONS



WIN – WIN

LOOSE – LOOSE

WIN – LOOSE

WIN – LOOSE X2

ASSESSING READINESS FOR CHANGE*

**What follows is based on material from Health Behavior Change. 1999 Rollnick, et al*

This is a brief, structured way to determine someone's readiness for change and the degree of their motivation to change. Following these steps will only take a few minutes.

1. Counselor asks:

On a scale of 1 to 10 with 1 being "I'm not willing to change" and 10 being "I will do anything that I need to change"...how would you rate yourself on your willingness to address _____ behavior?

Client responds with a number. Counselor repeats the number.

2. Counselor then asks:

Why did you choose _____ number? After client responds . . .

reflects...empathizes. . . elicits...

3. Counselor then asks:

Is there anything else? or Tell me more about that. After client responds . . .

reflects...empathizes. . . elicits...

4. Counselor then asks:

Tell me, why didn't you pick a lower number? After client responds . . .

reflects...empathizes. . . elicits...

5. Counselor then asks:

Anything more? or What else? After client responds...

reflects...empathizes. . . elicits...

6. Counselor then asks:

What would it take for you to go to a _____ (2 – 3 numbers above their first one)?

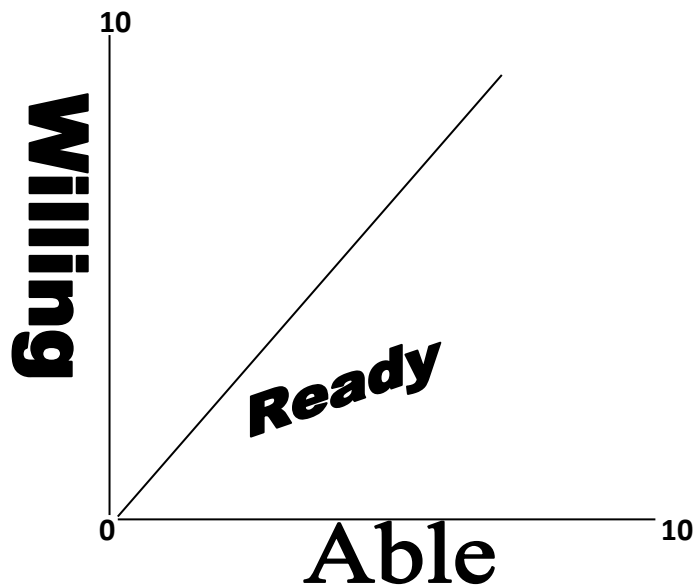
reflects...empathizes. . . elicits...

7. Counselor then says:

"OK, let me see if I understand what you have said." Counselor then does a summary of the interaction, noting all that the client has said. The summary starts at why the client did not choose a lower number and ends with the client's responses to the higher numbers at the end of the summary, a few final questions:

**Did I miss anything?
Where does that leave you now?**

Visual Readiness Assessment



Barriers to Change

Solutions to Barriers

My Values

My Strengths
