



## ASSESSMENT & INTERVENTION ANALYSES

### PRECONTEMPLATORS

- Under-informed and unwilling/too discouraged to take Action.
- Not convinced that the Pros of engaging in Jobseeking outweigh the Cons
- Not intending to change in the foreseeable future, even if they wish to.
- Resistant to modifying behaviour, and defensive when pressured to change.
- They can move directly to Action, but are generally resistant and may quickly relapse.
- Least likely to believe that they can change and expect little support for their efforts.

#### Effective Interventions

- Generally less intensive.
- Lectures and confrontation don't work.
- Don't try to move them straight to Action – change is progression to the Contemplation stage.
- The goal is to engage this group in the change process.

### CONTEMPLATORS

- Thinking about engaging in jobseeking, but not yet committed to taking action.
- High Pros *and* Cons, thus ambivalent.
- More likely to take responsibility for their behaviour and acknowledge the need to change.
- Less resistant to change, but can be stuck in this stage of years.
- Not yet ready for Action-oriented programmes (eg vocational courses, attending interviews).

#### Effective Interventions

- Acknowledge ambivalence.
- Ask client to weight Pros Vs Cons.
- Continue Consciousness-raising interventions.
- Ask them to think about the person they want to be (ie scaling towards a purpose, miracle question, 4 points to achieving a purpose).
- Interventions can be more intensive, encouraging clients to make a verbal commitment to learning more about jobseeking behaviours.

### PREPARERS

- The Pros of jobseeking outweigh the Cons.
- Individuals are getting ready to take action
- They are more decisive, committed and confident.
- They may have already taken small steps.
- They're developing a plan.

#### Effective Interventions

- Encourage, excite & empower.
- Coach, don't lecture.
- Focus on developing an effective plan.
- Praise, compliment, support and recognise.
- Problem Solve.
- Describe how others have succeeded.
- Keep interventions short and focused, but be available for phone support.



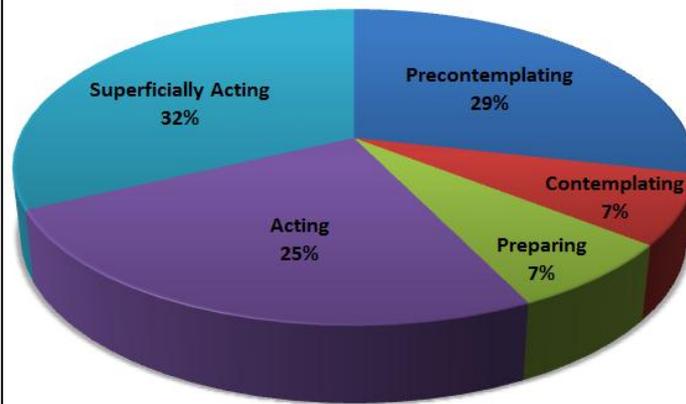
*WAPP-trained advisors use scientifically devised intervention tools to move clients through these Stages of Change to deliver sustainable outcomes.*

### ACTING

- Participants are working hard to make changes by using behavioural processes of change.
- They may experience strong urges to slip back to old behaviour patterns during times of distress and pressure.
- Slipping back to previous stages is common – especially among individuals with unrealistic goals or those who haven't been adequately prepared.

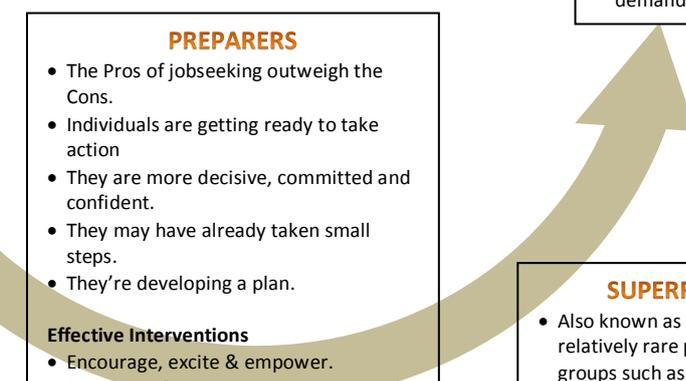
#### Effective Interventions

- Focus on the behavioural processes of change.
- Encourage active efforts to change, and cope with urges to slip.
- Assist clients with planning ahead to prevent lapses.
- Provide support during stressful or demanding times.



### DES PARTICIPANT STAGE OF CHANGE ASSESSMENT

Are participants *really* going to undertake jobseeking behaviour?



### SUPERFICIAL ACTION

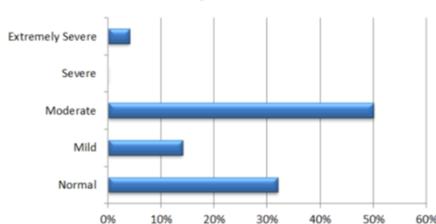
- Also known as "Unreflective Action" this relatively rare profile has been seen in groups such as physically disabled clients, domestic violence offenders and psychotherapy patients, but is prevalent amongst DES participants.
- Typically such a profile is an indication of "coercion" into Action, or the client has leapt into action without doing enough preparatory work ie building knowledge and motivation that would be required to sustain change.
- Such clients are likely to not attend interviews, or drop out of employment at the first slight issue.

#### Effective Interventions

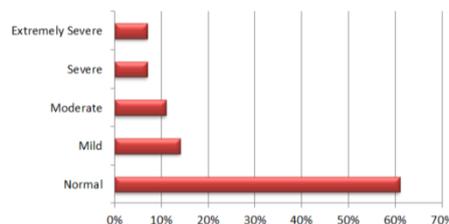
- Praise participants for steps that *are* being taken.
- Undertake interventions from Precontemplation and contemplation.
- These include raising awareness, increasing the Pros of Jobseeking, working on self-image etc.

### DES PARTICIPANT DASS ASSESSMENT:

#### Depression



#### Stress



#### Anxiety

