

Motivation Express

Whether you share a quick hello or get the chance to sit and talk, every interaction can be used to motivate your workers in their health and wellness journeys no matter where they are.



- Unaware change is needed
- No change in next 6 months

- Understands change is needed
- Change may occur in next 6 months

- Desire to change verbalized (change talk), developing a plan
- Change expected in next 30 days

- Plan is being executed
- Not yet a formed habit

- New habit for >6 months
- Skill at risk for relapse to previous stages

Fly-by Hi (<5 minutes)

Hear This? Do That.

- **Sustain talk:** Continue to engage them with thoughtful interactions
- **Change talk:** Ask them their focus and to rate their motivation using the ruler method

Short Catch-Up (5-15 minutes)

Hear This? Do That.

- **Sustain talk:** Have them argue for not changing
- **Change talk:** Emphasize the preparation stage to encourage them on to action

Classic Convo (>15 minutes)

Hear This? Do That.

- **Sustain talk:** Explore their wishy-washy talk by asking open-ended questions and reflecting back what you hear
- **Change talk:** Ask permission, offer 1-2 ideas on what they could do, ask for their feedback

Sustain Talk

Definition: A desire to keep doing what they are currently doing. Sometimes sounds like lack of interest to change.

Change Talk

Definition: A statement around a health action or habit, possibly completely new to them. Focus on this as much as you can. Even better if you can end the conversation around this!

It is possible that it may take several of these interactions before you see them changing. That's OK!! Keep going; keep encouraging!