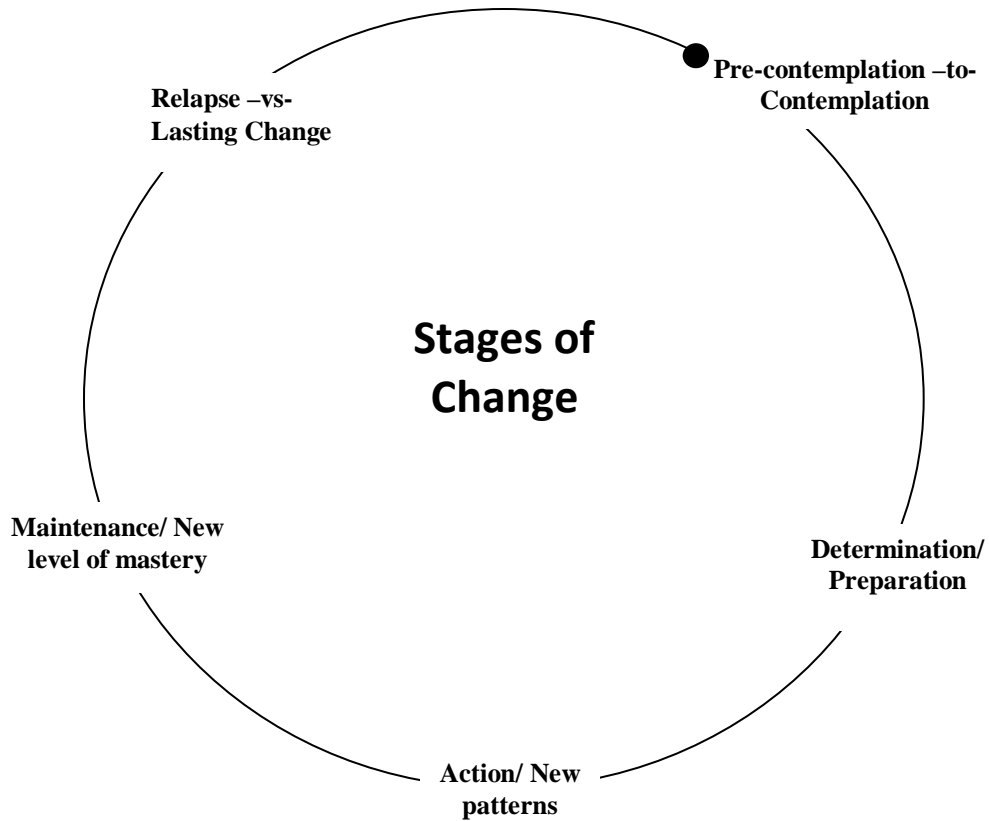


# Examining Motivation: Readiness for Change

Adapted from “*Motivational Interviewing*” (Miller and Rolnick)

*Example:* Bob is seemingly content with his job (*pre-contemplation*). Bill however gets a promotion and Bob does not. Bob feels under-valued and begins to wonder about his future (*contemplation*). His wife says, “Why don’t you look around?” Bob says, “Yeah. Yeah! Why not?” and gets a newspaper for the job ads (*determination/preparation*). He soon has a plan and begins to act on it (*action stage*). He brushes up his resume. He goes for interviews. Before he knows it he has changed jobs and is learning the ropes in a new setting. Bob is happy with the change (once he finally feels adjusted to his new position) and tries to do his best (*maintenance*). (Continued below)



- (a) **Relapse.** Bob eventually finds out that he was hired at a slightly lower pay rate than the last person who held this position. He becomes very disgruntled and his work performance suffers.
- (b) **Lasting change.** Bob eventually finds out that he was hired at a slightly lower pay rate than the last person who held this position. He decides to not compare himself to others so much. “I’m sure they will give me fair raises based on my performance, and if not I will cross that bridge when I get there.” His work performance remains excellent.

→ **What might Bob learn?**

**From scenario (a)** \_\_\_\_\_

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**From scenario (b)** \_\_\_\_\_

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