

Creating a Culture of Change

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Motivational Intervention



Change Exercise

Importance Ruler

On a scale from 0 to 10, how IMPORTANT is it for you to change RIGHT NOW?



Confidence Ruler

On a scale from 0 to 10, how CONFIDENT are you that you can change RIGHT NOW?



Readiness for Change Ruler

On a scale from 0 to 10, how READY are you to take steps towards change RIGHT NOW?



Control Ruler

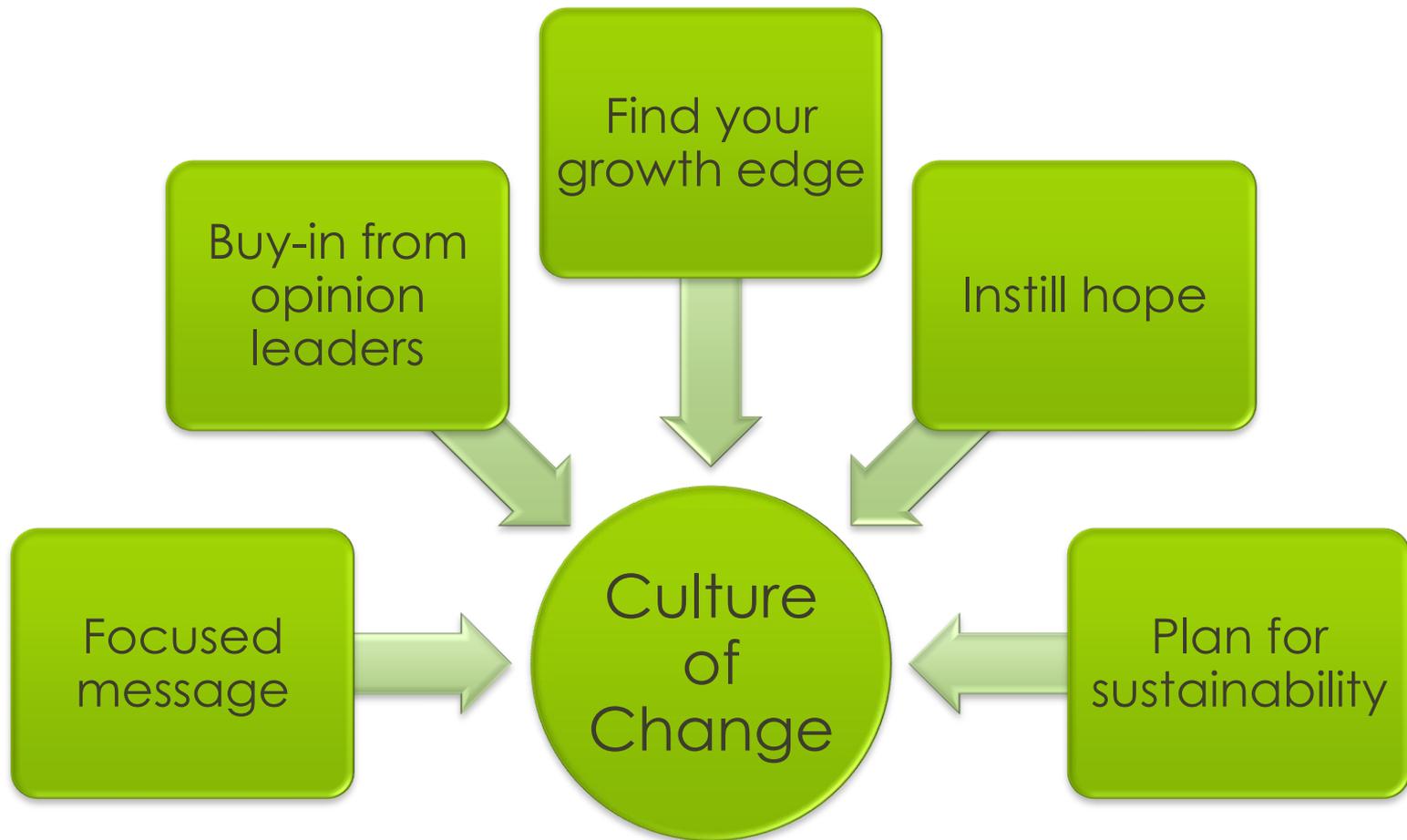
On a scale from 0 to 10, how much CONTROL do you have over your ability to make positive change RIGHT NOW?



Examine Pros and Cons

No change	Change
Costs	Costs
Benefits	Benefits

Laying the Groundwork



Organizational Habits

Cue

Routine

Reward

- ① Identify Cues
- ② Change the Reward Pathway
- ③ Shape the Environment



Resources & Tools for Change



Resources & Tools for Change

- Workplace Wellness Evaluation
 - Attain an accurate sense of the organizational culture and climate
- Peer-Driven Services
 - Peer-to-Peer Tobacco Recovery Program
 - Peer-to-Peer Well Body Program

Behavioral Health and Wellness Program

<http://www.bhwellness.org>

Smoking Cessation Leadership Center

<http://smokingcessationleadership.ucsf.edu>





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