



## Building motivation to take on new ideas

The following activity can be used in group as a way to:

- Generate conversation about how we might build motivation to take on new ideas within a programme or specific session
- Build client/participant understanding of how and why we become motivated to change

### Fold your arms exercise

I want you to do something... I want you to fold your arms. Simple right? Well maybe not. Follow the steps below to see why.

1. Start with your arms by your sides, then cross your arms as you usually would. Once you've done that return your arms to the starting position. Easy so far... I hope.
2. Now cross your arms again but this time cross them the opposite way. The top arm now becomes the bottom arm and the bottom arm becomes the top arm.

### How did you go?

Chances are you completed step one easily. You probably didn't even think about it. You just did it.

Step two however... This was probably a bit tougher. I'm sure you managed to do it, but only after you gave it some thought. The reason you had to think is that folding your arms in this way is something you've probably never done before. Even though the task is pretty easy, you still had to think in order to complete it. Not only did you have to think it through, but when you managed to fold your arms in the opposite way, I bet it still didn't feel right or, at the least felt a little strange.

### ***So, how does this relate to taking on new ideas and attempting to do different things?***

Well there are a couple of points to consider...

1. Firstly, trying something different from what you normally do will be more challenging than doing the same thing you've always done. We need to understand this before attempting to change anything. It will be a challenge, perhaps, depending on how engrained your behaviours are, it will be really challenging!
2. Secondly, although trying something different can be challenging, in most cases you will be capable of doing it, if you make the choice to do so. If changing some aspects of how you do things is important to you, and you have the confidence that you can do it, it is possible! You just have to give it some thought and trust that although things will feel foreign at first, you can get there if you persevere.

Following on from these two points it would be useful then to consider the following questions:

- *(Confidence) In terms of past change attempts what areas have you been successful in changing?*
  
- *(Confidence) What have been the challenges when making these changes and how have you overcome these?*
  
- *(Context for current changes) What is it you would like to change or consider changing? (Be specific)*
  
- *(Importance) Why is changing these aspects of practice important to you?*
  - *What are the reasons for wanting to do this?*
  - *What's in it for you?*
  - *What's in it for the client?*
  
- *(Planning) What are some action steps you could take to achieve these changes?*

Make the most of your interactions with offenders. Would you like to effectively engage with offenders in group, work to best practice and ultimately help offenders to make positive changes?

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