Encouraging motivation to change questionnaire

Ask yourself the following questions as a way to determine whether or not your interactions with clients are motivational or could use some work...

1. **Do I listen more than I talk?**
   - Or am I talking more than I listen?
2. **Do I keep myself sensitive and open to these persons issues, whatever they may be?**
   - Or am I talking about what I think the problem is?
3. **Do I invite this person to talk about and explore his/her own ideas for change?**
   - Or am I just jumping to conclusions and possible solutions?
4. **Do I encourage this person to talk about his/her reasons for not changing?**
   - Or am I forcing him/her to talk only about change?
5. **Do I ask permission to give feedback?**
   - Or am I presuming that my ideas are what he/she really needs to hear?
6. **Do I reassure this person that ambivalence to change is normal?**
   - Or am I telling him/her to take action and push ahead for a solution?
7. **Do I help this person identify successes and challenges from his/her past and relate them to resent change efforts?**
   - Or am I encouraging him/her to ignore or get stuck on old stories?
8. **Do I seek to understand this person?**
   - Or am I spending a lot of time trying to convince him/her to understand me and my ideas?
9. **Do I summarise for this person what I am hearing?**
   - Or am I just summarising what I think?
10. **Do I values this persons opinion more than my own?**
    - Or am I giving more value to my viewpoint?
11. **Do I remind myself that this person is capable of making his/her own choices?**
    - Or am I assuming that he/she is not capable of making good choices?

**Results**

If you agreed mainly with the questions in *italics* then you are likely working in a way that is more motivational. If not then ask yourself ‘what might I need to do in order to work in this way?’

Become a group work superstar! Would you like to know exactly what it takes to become a creative, exciting and effective group work facilitator?

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