Changing to Thrive

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Stages of Change

- Precontemplation
- Preparation
- Contemplation
- Action
- Maintenance
- Termination
The pros and cons of changing across stages of change for 48 behaviors

When extrinsic motivation, like incentives are used, programs have to help transform extrinsic into intrinsic motivation.

A. Air Force example with smoking
Matching Programs to Stages of Change

Table 1 provides juxtaposition between the stages of change and seven wellness component examples from well-designed programs. This matching illustrates that certain components, like traditional HRAs and biometrics, are likely to be most useful to employees in precontemplation and contemplation and to those who may not be sufficiently aware of their range of risks. Termination is not included in Table 1, because it has ended and no wellness components are needed.

HRAs that assess the stage of change for each risk can be helpful across all stages, especially if they include feedback on steps that encompass instructions to progress from one stage to the next. Health coaching that is action oriented and designed for participants who are motivated or ready to take action matches participants in the preparation and action stages. Incentives for outcomes are best matched to those who are in the preparation and action stages.
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<th>Wellness Components</th>
<th>STAGES OF CHANGE</th>
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<td>Precontemplation</td>
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<td>1. HRA</td>
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<td>6. Outcome Incentives</td>
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Life Evaluation Categories: T1

![Bar Chart]

- Control
- Stress
- Exercise

Categories:
- Suffering
- Struggling
- Thriving
Life Evaluation Categories: T2

Control Stress Exercise

Suffering Struggling Thriving