



BEHAVIOUR CHANGE SKILLS FOR HEALTHCARE PROFESSIONALS

Course Overview



Behaviour Change Skills Overview

Healthcare practitioners work in a variety of settings where health behaviour change is the expected outcome of any intervention.

Traditionally, practitioners have been trained to give advice that is correct, up to date and based on scientific evidence and this is recognised as part of their expertise.

Current knowledge from the field of health behaviour change indicates that giving advice alone is not enough to bring about change. Many practitioners have recognised the importance of this and have incorporated behavioural approaches into their consultations.

Although Behaviour Change Skills are important in influencing health behaviour, there is a lack of agreement and understanding about what is meant by 'Behaviour Change Skills' (BCS). BCS are a medley of approaches taken from the world of psychology, which can be applied in traditional clinical settings. 'Motivational Approaches' (adapted from Motivational Interviewing) and 'Cognitive Behavioural Approaches' (adapted from Cognitive Behavioural Therapy) are currently viewed as the psychological approaches that are best suited to everyday practice.

In order to use these approaches effectively, however, practitioners need to have a good understanding of the theory underlying health behaviour change and have a strong possession of good interpersonal skills.

BCS Courses Part 1, 2 & 3 have been developed to provide a modular progressive learning programme, which will help practitioners develop the skills required to be effective behaviour change agents.

Part 1 – Patient centred communication – essential skills

Part 2 – Influencing motivation

Part 3 – Cognitive Behavioural approaches

A flexible approach at your own pace

The courses need to be undertaken in sequence as each course builds on previous learning. Part 1, however, can be undertaken on its own, and will greatly enhance practitioner skills in influencing motivation and change. You can then decide if you wish to progress onto Part 2 & 3.

Behaviour Change Skills Part 1

Patient Centred Skills

Course Summary

A 2-day workshop will be presented to healthcare professionals, which will focus on the communication skills essential for effective conversations about health. It is a skills-based programme which is supported by a comprehensive 1 day pre-course self-directed learning workbook, detailed written description and demonstration of the skills, followed by practice sessions in small group workshops. These role-play workshops, supported by video playback, provide the opportunity for individual feedback to enhance skills development.

The course provides practitioners with the skills to build effective relationships with their patients and influence motivation thereby moving from traditional advice giving to providing information in a more helpful way. It also addresses how best to deal with difficult and challenging situations.

Introduction

Good communication skills are essential in all areas of healthcare including conversations with patients, relatives and carers, communication with colleagues as well as in group situations including strategic and/or multi-disciplinary meetings. The skills based workshop is designed to support this diverse range of health professional communication needs to ultimately benefit patient care. The course provides a solid foundation for further behaviour change skills training.

Course Aim

To provide a thorough and detailed training in communication skills to enhance current practice and to provide a foundation for more advanced behaviour change skills courses.

Learning Outcomes

On completion of the course each participant should be able to:

- Accurately observe and label skills within a well-defined model
- Provide skilled observational feedback to enhance peer learning
- Describe and demonstrate good communication skills used in an appropriate way
- Reflect on how good communication skills influence everyday practice
- Consider what next steps need to happen to implement the skills learnt in practice

Content

- Pre-course work
- Exploring the application of a behavioural approach in practice
- Delivering a patient-centred approach
- Reviewing the evidence for good communication skills
- Description of core skills

Practical skills based 2 day workshop

- Core communication skills (First Contact Skills, Paraphrasing, Reflection, Summarisation, Questions)
- Rapport building and developing a helping relationship
- Ensuring a common understanding between practitioner and patient and an agreed way forward
- Influencing motivation
- Providing information in an effective way
- Guidance on the implementation of skills learnt into everyday practice

Teaching Methods

The teaching methods used on this course are evidence based and have been used for over 20 years to teach these skills. They are designed to meet different learning styles. Trained facilitators support participants in the skilled-based workshops with a ratio of 1 facilitator to every 3 participants. This promotes optimal learning and contributes to the quality of this course.

We believe that this level of facilitation makes this course unique.

Prerequisites

This course is suitable for:

Professionals working in healthcare to include: doctors, nurses, dietitians, physiotherapists, speech and language therapists, occupational therapists, non-clinical practitioners and all those helping people to change.

Currently due to Covid-19 restrictions all our courses are delivered virtually via Zoom utilising breakout rooms for small group workshops/roleplay

Behaviour Change Skills Part 2

Influencing Motivation

Course Summary

This training aims to enhance current practice, by exploring ways of building and strengthening motivation to change and maintaining that motivation throughout the change process.

Motivational Interviewing (MI) has been used successfully in a wide range of health behaviours and the challenge for healthcare professionals is to incorporate this way of working into practice. This course is a skills-based programme which is supported by a comprehensive 1 day pre-course self-directed learning workbook, detailed written description and demonstration of the skills, followed by practice sessions in small group workshops.

Introduction

Although it is well known that changing unhelpful health behaviours will improve people's health and reduce their risk of disease, starting and keeping up long-term behaviour change is extremely difficult. People may have mixed feelings about changing their behaviour in the first place and once they do start to change they often lose motivation during the process. Health professionals are in a strategic position to influence and facilitate motivation and change. Despite this, they are not traditionally trained in the use of motivational strategies for behaviour change. This course provides an opportunity to learn more about motivation and explore its application in practice.

Course Aim

To increase knowledge of motivational interviewing, and to practice some of the skills and strategies involved.

Learning Outcomes

By the end of the course participants should be able to:

- Define motivation and motivational interviewing.
- Describe the principles underlying this approach.
- Identify the skills and strategies required to use motivational interviewing.
- Demonstrate key skills required to use this approach.
- Acknowledge the complexities of influencing motivation.
- Explore the application of motivational interviewing in practice.

Content

- Define motivation and motivational interviewing.
- 4 Key Processes in MI
- The evidence for this way of working.
- Key skills: Reflective Listening Skills
- Key strategies: Explore 'Readiness', Explore Ambivalence, Typical Day, Exchanging Information, Help with Decision Making, Goal Setting.
- Integration into practice

Teaching Methods

A range of teaching methods will be used to facilitate different learning styles. There will be detailed written information, demonstrations and practice of the skills and strategies in small group workshops. These role-play workshops will provide the opportunity to become familiar with the skills and benefit from individual feedback.

Prerequisites

Participants must have completed Behaviour Change Skills Part 1 prior to being accepted onto this course.

This course is suitable for:

Professionals working in healthcare to include doctors, nurses, dietitians, physiotherapists, speech and language therapists, occupational therapists, non-clinical practitioners and all those helping people to change.

Currently due to Covid-19 restrictions all our courses are delivered virtually via Zoom utilising breakout rooms for small group workshops/roleplay

Behaviour Change Skills Part 3

Cognitive Behavioural Approaches

Course Summary

This course builds on Behaviour Change Skills Part 1 and 2 and is aimed to enhance your clinical effectiveness by learning to integrate some of the basic CBT techniques into everyday practice. It is a skills-based programme which is supported by a comprehensive 1 day pre-course self-directed learning workbook, detailed written description and demonstration of the skills and behavioural strategies, followed by practice sessions in small group workshops.

Introduction

Helping individuals to identify and become aware of their problem behaviours is central to cognitive behavioural approaches. Unplanned events are sometimes like a chain of events involving thoughts, feelings and behaviours that the person may or may not be aware of. Careful monitoring can help people become more aware of their thoughts, feelings and behaviours. Once identified, attempts to break the pattern are aided by other behavioural and cognitive techniques such as stimulus control, response prevention and cognitive restructuring. The ultimate aim of cognitive behavioural approaches is to help clients to become more expert in identifying their own health behaviour problems, setting goals and planning towards long-term solutions.

Course Aim

To introduce the principles of cognitive behavioural approaches and to teach key cognitive behavioural skills for changing health behaviour.

Learning Outcomes

By the end of the course participants should be able to:

- Understand the principles of cognitive behavioural approaches in the context of modifying health behaviour.
- Identify the main cognitive and behavioural skills and strategies.
- Demonstrate key cognitive and behavioural skills.
- Identify opportunities for applying cognitive behavioural strategies in practice.
- Identify the needs and opportunities for further support.

Content

- Rationale for cognitive behavioural approaches to change health behaviour
- Key skills: Advanced Interpersonal and Motivational Skills
- Key strategies: Self-Monitoring, Identifying Thoughts, Feelings and Behaviour Relating to Problem Behaviours
- Stimulus Control Strategies
- Response Prevention Strategies
- Cognitive Strategies
- Lapse Management
- Integration into practice

Teaching Methods

A range of teaching methods will be used to facilitate different learning styles. There will be detailed written information, demonstrations and practice of the skills and strategies in small group workshops. These role-play workshops will provide the opportunity to become familiar with the skills and to benefit from individual feedback.

Prerequisites

Participants must have completed Behaviour Change Skills: Part 1 and 2 prior to being accepted onto this course.

This Course is suitable for:

Professionals working in healthcare to include doctors, nurses, dietitians, physiotherapists, speech and language therapists, occupational therapists, non-clinical practitioners and all those helping people to change.

Currently due to Covid-19 restrictions all our courses are delivered virtually via Zoom utilising breakout rooms for small group workshops/roleplay

Updated July 2021