10 Ways to Evoke Change Talk

1. Evocative questions

"Why would you *want* to make this change?" (Evokes Desire)

"How might you *go about it*, in order to succeed?" (Evokes Ability)

"What might be some *reasons* to quit if you were to do so?" (Evokes Reason)

"How *important* is it for you to make this change, and why?" (1 – 10; Evokes Need)

"So, what do you think you'll do?" (Evokes Commitment)

"What are you *ready* or *willing* to do?" (Evokes Action)

"What have you *already done*?"

2. Ask for elaboration

"You said things might be better for you. Tell me about how might function better if you were to take your medication regularly."

3. Ask for examples

"What's an example of when you used your anger management skills?"

4. Looking back

"What did you envision for your life when you were young?"

"Before your drinking became a problem, how were things better? Different?

5. Looking forward

"How would you like things to be different?"

"If you were 100% successful in making changes, what would be different?"

"How would you like your life to be different one week from now?"

"What might happen if you don't make any changes?

6. Query extremes

"What is the worst thing that could happen?"

"What are the best things that might happen if you do make the change?"

"What do you hope for the most?"

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7. **Use change rulers**

   "On a scale from 0 to 10, how important/confident is it to you to make (target change), where 0 is not at all important and 10 is extremely important/confident?

   - Why are you at x and not x-2? (always start with the higher number to evoke Importance)

   - How much do you want to make this change? (Evokes Desire)

   - How were you able to make these changes in the past? (Confidence)

   - How might I help you go from a ____ to a [higher number]? (Confidence)

   - How confident are you that you could make this change? (Evokes Ability)

   - What would be your first step in making a change? (Readiness)

8. **Explore goals and values**

   "What sort of person [parent, daughter, son, wife, partner] do you want to be?"

   Value Card Sort could be helpful to determine whether the target behavior helps realize a goal/value or interferes with the goal/value.

9. **Come alongside**

   "Perhaps drinking is so important to you that you won't give it up, no matter what the cost."

10. **OARS**

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