

Models of Change and the HPL Coaching Process

Our **Consultative Behavioral Coaching (CBC)** directly applies a ‘stage of change’ model as one of its 10 Key Principles. This model is based on the great work originally completed by Dr. James Prochaska and colleagues.

We find that our coaching clients have the highest likelihood of success in reaching their goals when:

1. The goal is clearly identified.
2. The ‘stage of readiness’ for change is addressed directly.
3. The appropriate tools are applied to the goals, based on the ‘stage of change’.

By using this careful assessment, preparation, and change stage model, the **HPL Coaching Group** increases the likelihood of success, and the long-term maintenance of achieved goals. It also reminds our corporate clients that not all people are viable candidates.

If a high potential leader, or manager in transition, is in the **PRECONTEMPLATION** stage about a work or life concern, it usually means that someone else wants them to make the change (a manager, a spouse, a doctor, e.g.). The HPL process may not be the correct help for someone in this stage.

The **CONTEMPLATION** stage indicates that someone is considering making a change, but is ambivalent. Coaching can be very useful at this stage, as the person weighs the pros of change against the costs and challenges.

Once someone has made the commitment to **PREPARATION FOR ACTION**, there is forward energy towards the change process itself, along with the articulation of specific goals. This is an excellent time for coaching, as the groundwork can be laid for a successful, long-term plan of action.

In the **ACTION STAGE**, the client is doing the change. Coaching shifts from the earlier focus on training, preparation and planning, to an emphasis on implementation. In other words, the game has begun. Our HPL coach is there to guide, encourage, tune, and assist if ‘relapse’ occurs so the person can quickly get back on track.

In the final stage—**MAINTENANCE**—the coach is in the background, available for periodic problem solving, and to help clients integrate the changes into their work and personal relationships, their long-term values, and their self-image. Finally, the person integrates the change. It is part of a new self-image. The workplace and personal relationships adapt to the client’s changes and are no longer startled when he or she acts differently. **The coach is no longer needed.**