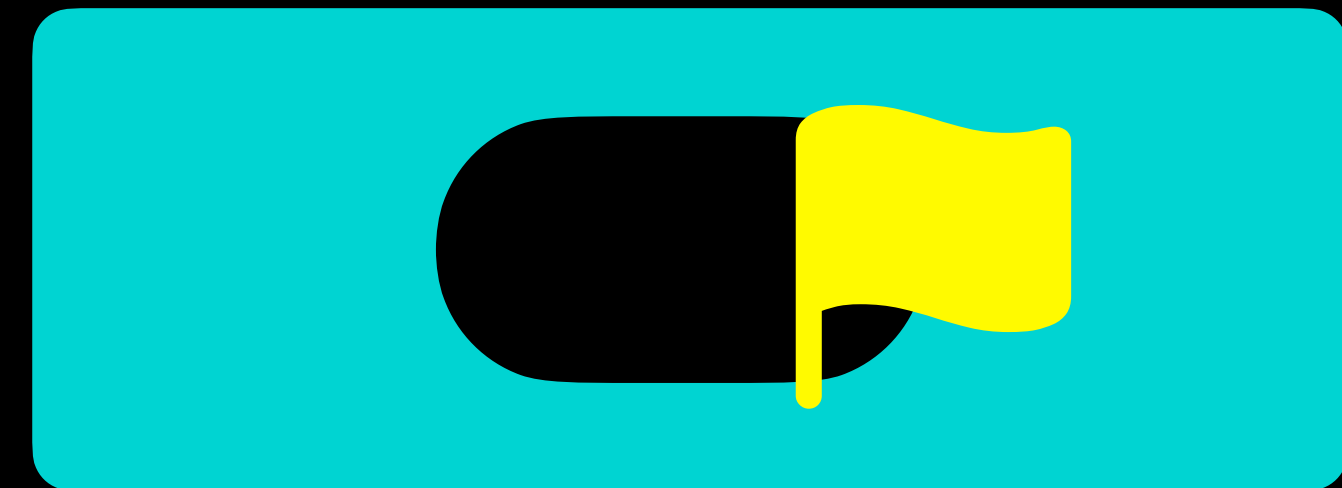


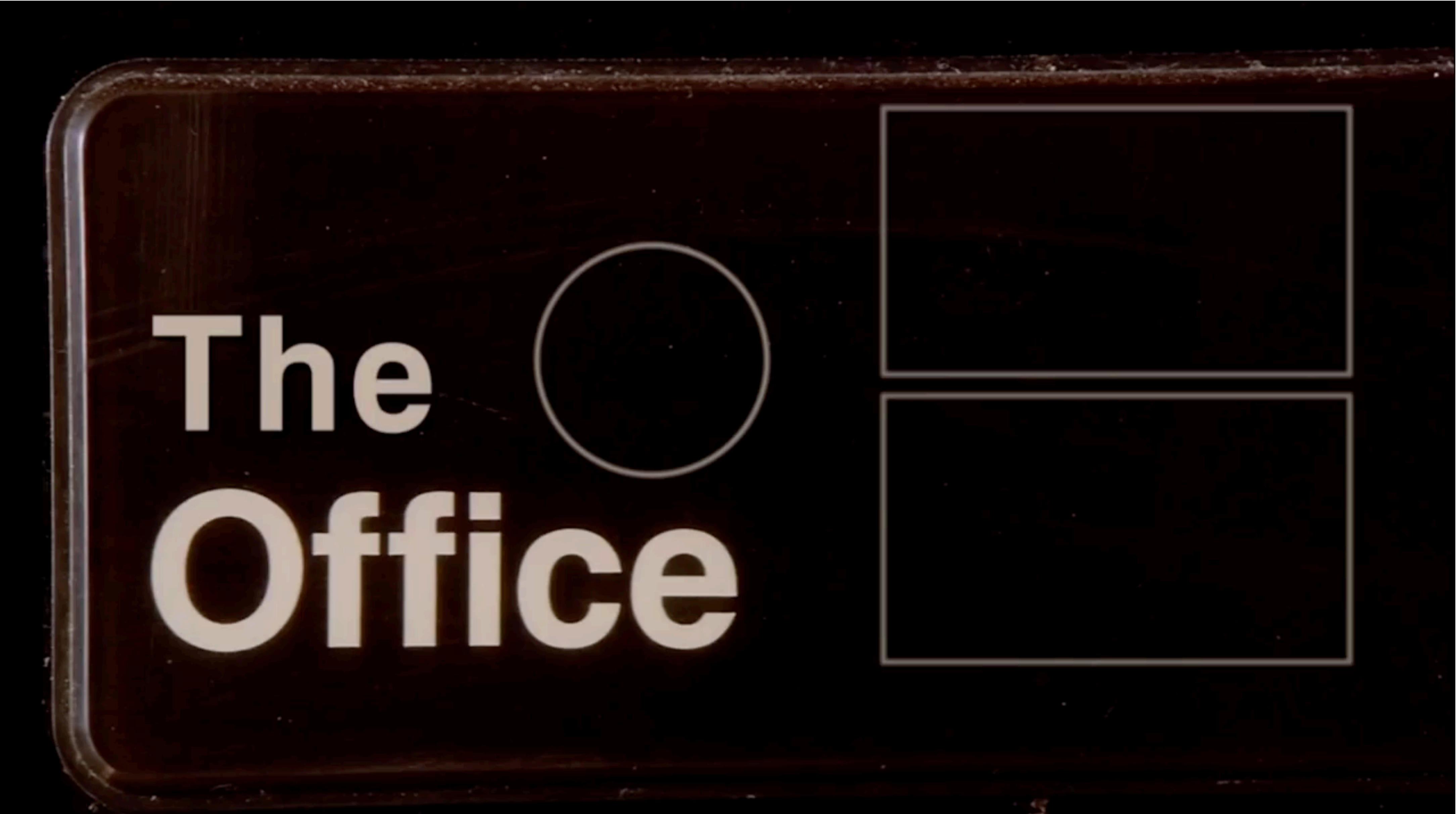
# PLANNING AND IMPLEMENTING CHANGE-ORIENTED STRATEGIES

FALL 2023 SOWK 486W WEEK 10

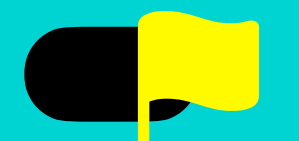
JACOB CAMPBELL, PH.D. LICSW AT HERITAGE UNIVERSITY



# THE OFFICE: BIRTHDAY PARTY PLANNING



**FAILING TO  
PLAN...  
IS PLANNING  
TO FAIL**



# AGENDA

PLAN FOR WEEK 10

Information about goals

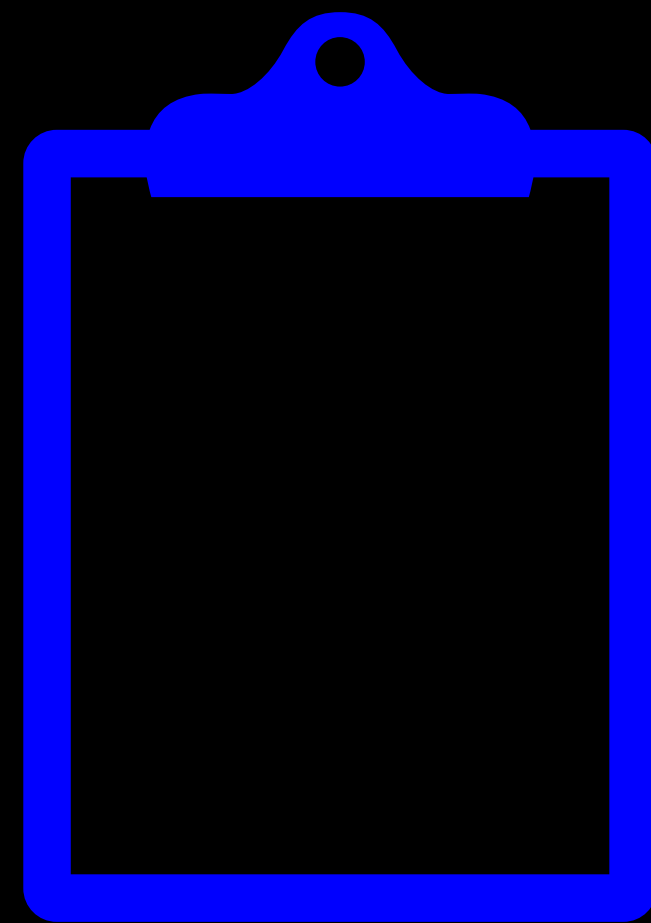
The 6 steps to planning

Practice doing the planning process

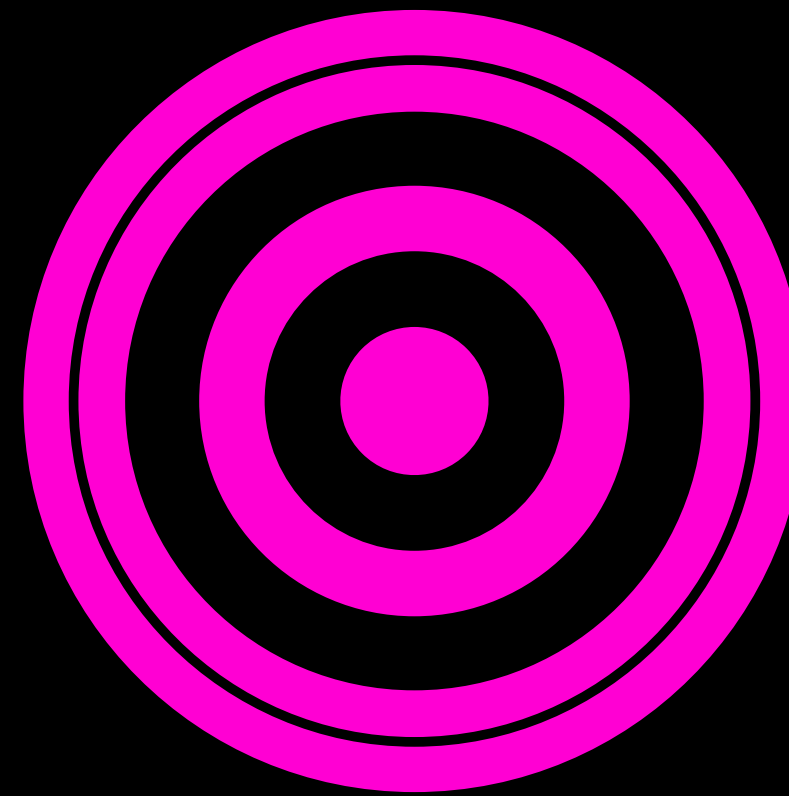
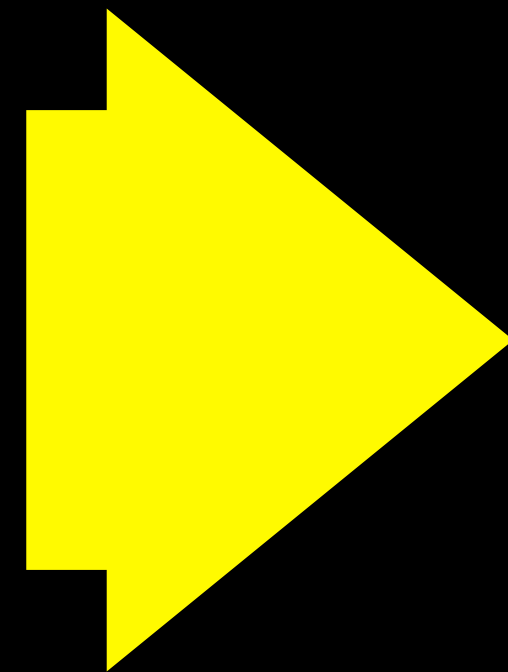


# LINKAGES

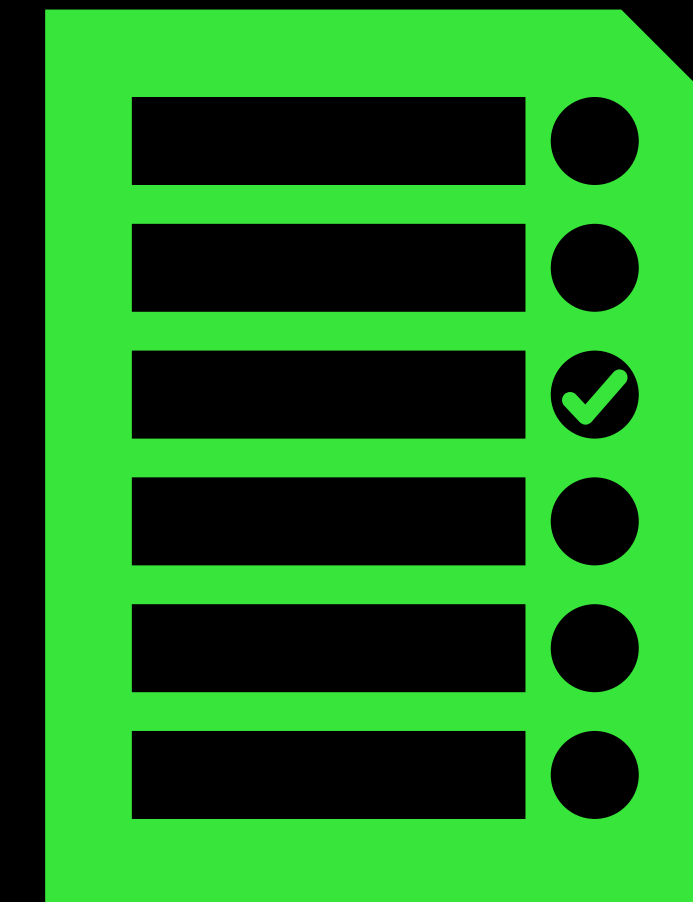
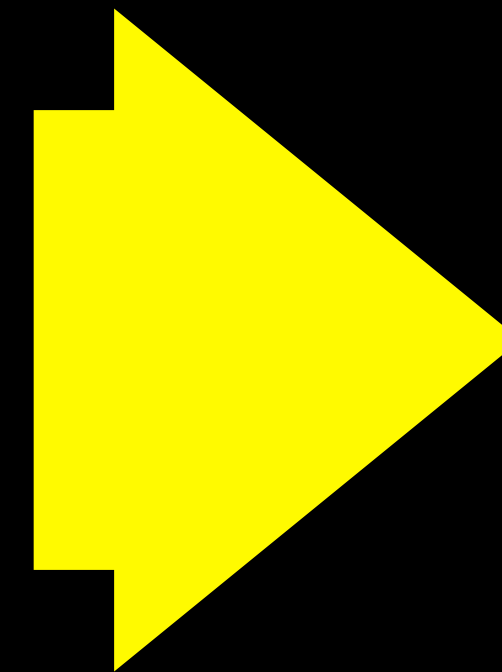
IN THE PLANNED CHANGED PROCESS



**Assessment**



**Targeted  
Concerns**



**Goals**

(Hepworth et al., 2017)

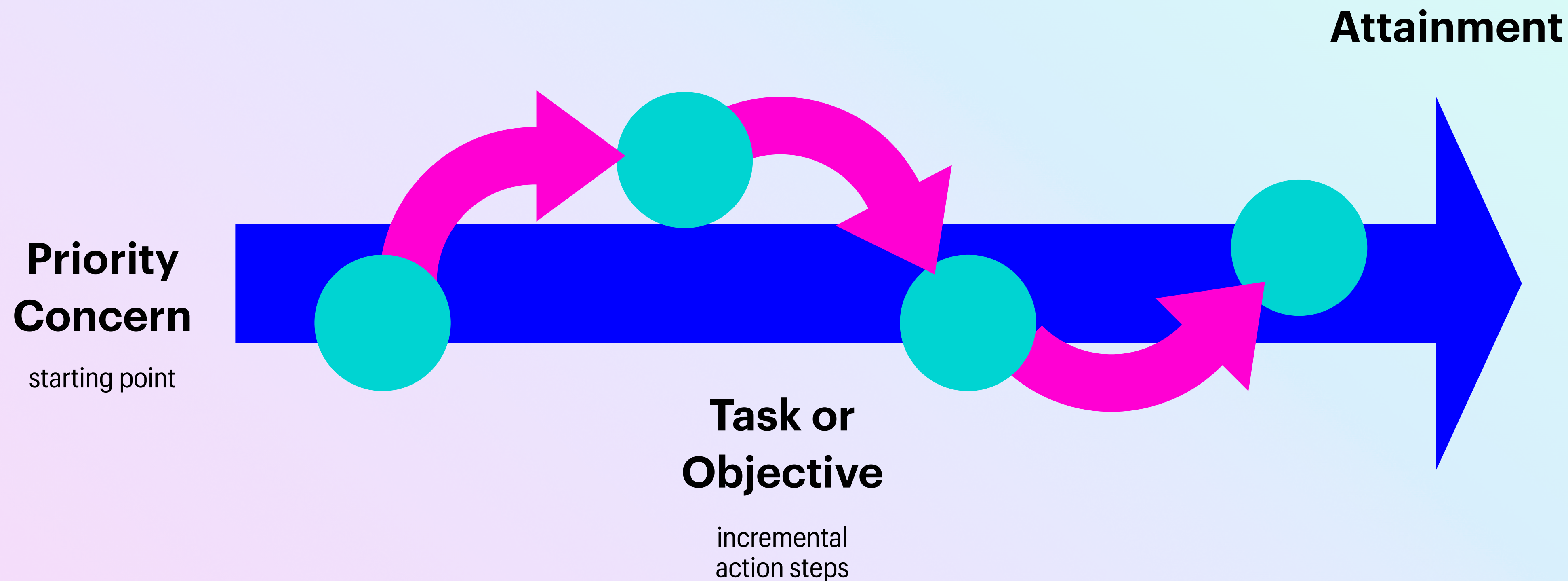


# GOALS

## PURPOSE AND FUNCTION

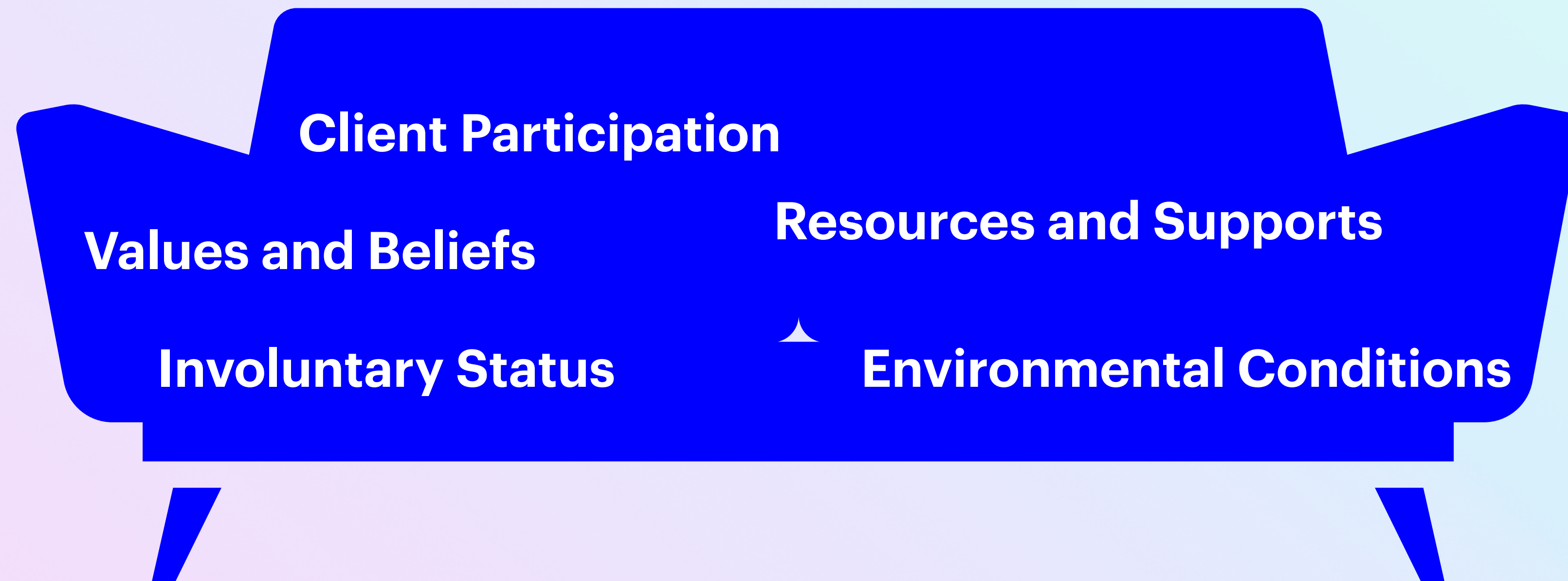
Emphasizing client values in the goal-formation process maximizes the motivating force of goals and ensures that you and your clients are working in harmony toward the same outcome

(Hepworth et al., 2022, p. 240)



# FACTORS INFLUENCING

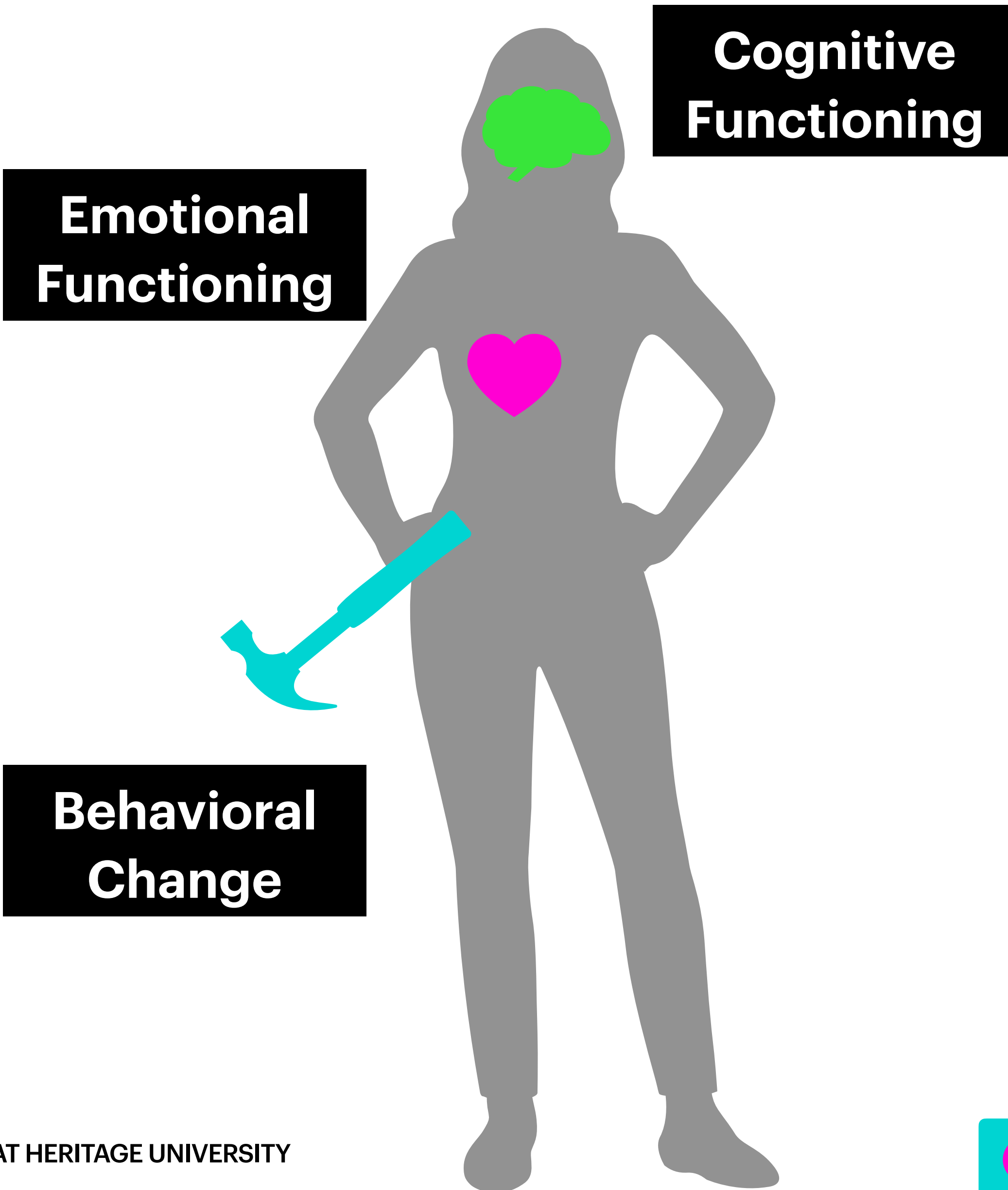
## GOAL DEVELOPMENT



(Hepworth et al., 2017)



# TYPES OF GOALS



(Hepworth et al., 2017)





# TYPES OF GOALS



Small Group Discussion

## POTENTIAL PERSONAL EXAMPLES

**Approach Goals:** identify a positive end state, usually emphasizing growth and change

**Avoidance Goals:** identify a future state to be avoided or minimized

**Performance Goal:** goals define a final outcome

**Learning Goal:** emphasize process and the acquisition of knowledge and skills that people can use to achieve short- and long-term goals

## Time Period Descriptors

**Long-term:** frame people's ambitions within their identities and values

**Short-term:** reflect a partialized version of a long-term goal

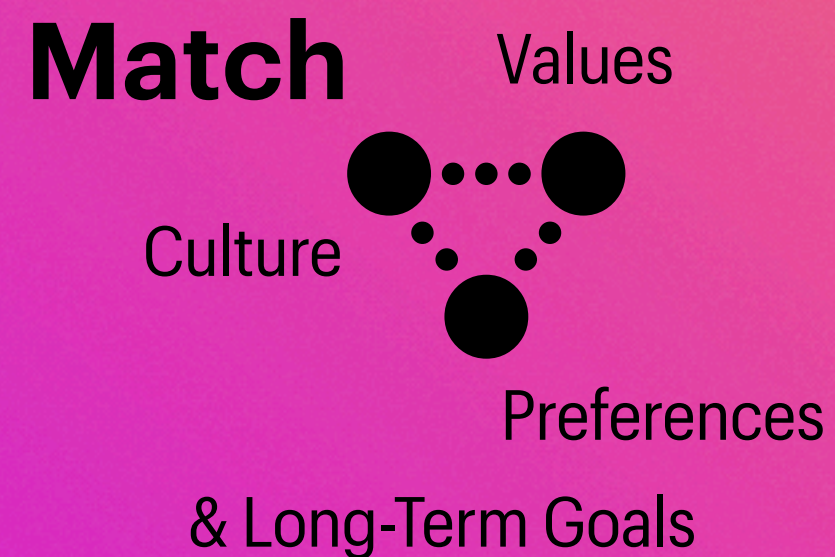
**Empowerment Goals:** framed toward self-determination and agency. They operate at the sociopolitical level, often emphasizing dimensions of consciousness raising, education, social support, and access to resources

**Conformity:** They are represented in mandates and the prerogatives of program objectives and referring authorities

**Risk/resilience:** identify changes in risk and protective processes that are likely to alleviate presenting problems

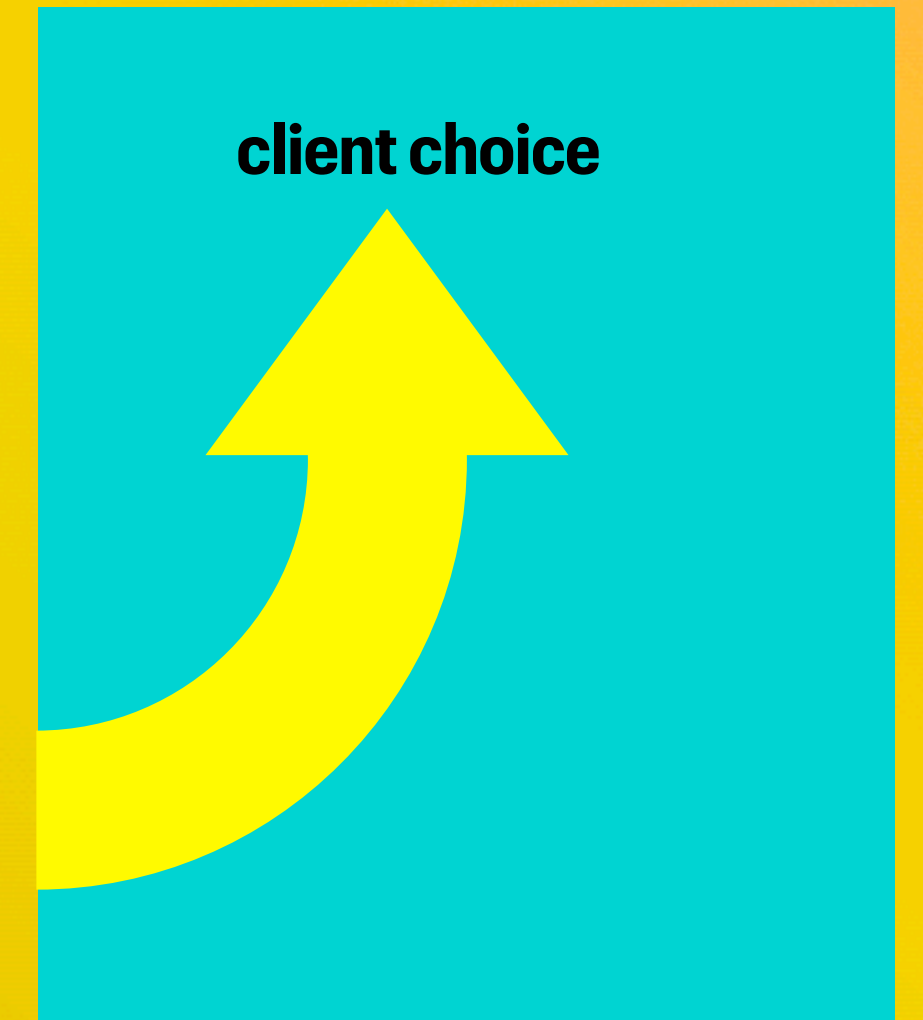


- Goal statements should be framed positively
- Structure specific goals to enhance motivation



- short-term goals with long-term goals
- performance goals with learning goals
- avoidance goals with approach goals
- compliance-conformity goals with empowerment and risk/resilience goals

**Maximize**



within the constraints of program objectives and referral mandates

SOME GUIDELINES FOR

# ***SELECTING AND DEFINING GOALS***



# QUALITIES OF EFFECTIVE GOALS

FOLLOW THIS POPULAR MNEMONICS

**S**pecific

**M**easurable

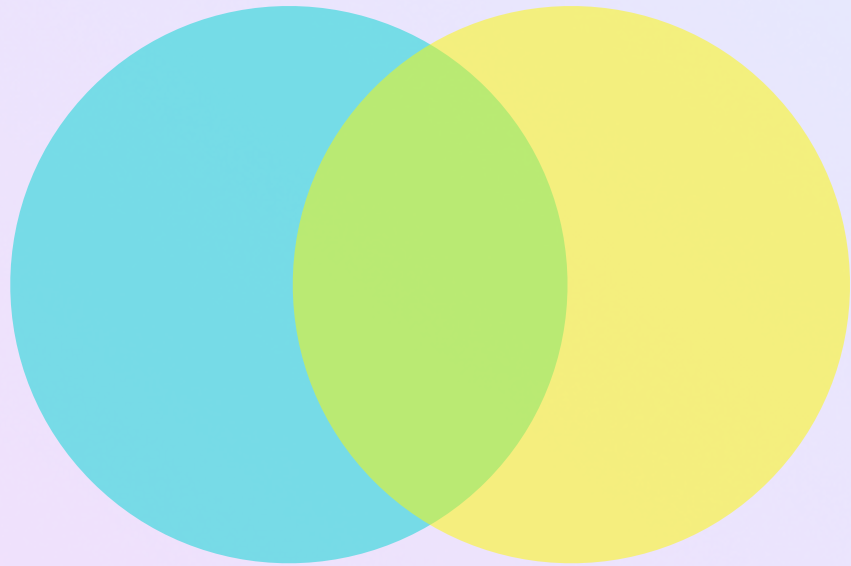
**A**ttainable

**R**elavant

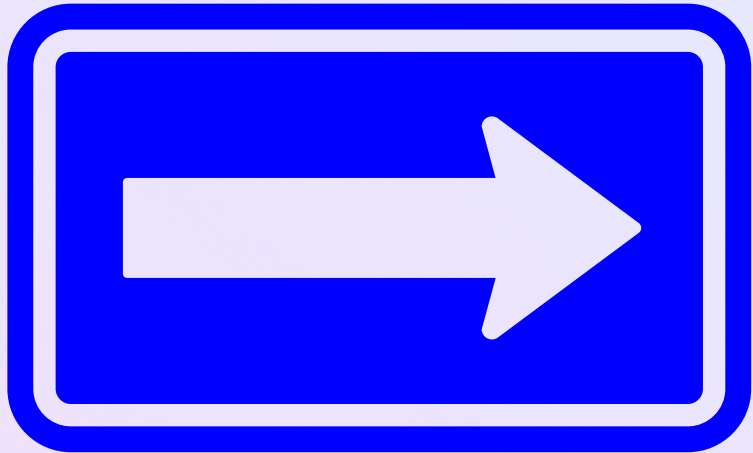
**T**ime-bound

# STRATEGIES FOR DEVELOPING GOALS

WITH INVOLUNTARY CLIENTS



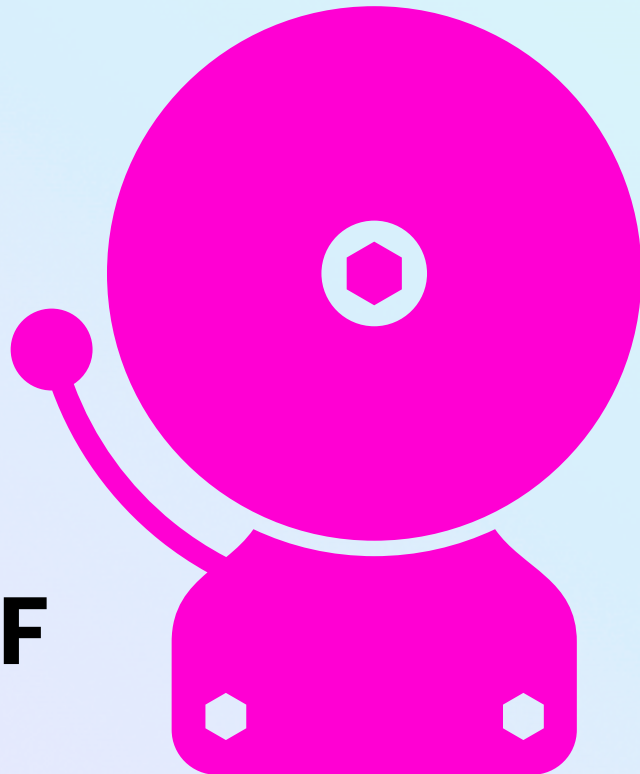
MOTIVATIONAL  
CONGRUENCE



AGREEABLE MANDATE



GETTING RID OF  
THE MANDATE



(Hepworth et al., 2022)



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**

**Explain the purpose and function of goals**

**Formulate client-driven goals**

**Increase goal specificity**

**Determine barriers and benefits**

**Rank goals according to priorities**

(Hepworth et al., 2022)



# CREATING A GOAL PLAN

Client/Family:	Staff:		
Statement of Concern:			
Goal Statement:			Goal #__
General Tasks:			
Identify Strengths/Resources:		Identify Potential Barriers/Obstacles:	
Tasks/Steps–Participant:		Tasks/Steps–Staff:	



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**



**Explain the purpose and function of goals**

**Formulate client-driven goals**

**Increase goal specificity**

**Determine barriers and benefits**

**Rank goals according to priorities**

- It is important to assess readiness early in the process
- Consider using summaries or scaling
- Recognize that their might be reluctance

(Hepworth et al., 2022)



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**



**Explain the purpose and function of goals**



**Formulate client-driven goals**

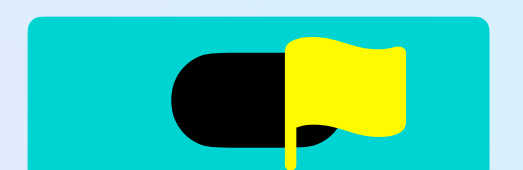
**Increase goal specificity**

**Determine barriers and benefits**

**Rank goals according to priorities**

- Spend time educating clients about goals
- Help recognize the match between their goals, program goals, and referral mandates

(Hepworth et al., 2022)





# PROCESS OF GOAL FORMULATION

## SIX STAGES

Determine clients' readiness



Explain the purpose and function of goals



Formulate client-driven goals



Increase goal specificity

Determine barriers and benefits

Rank goals according to priorities

### Potential Methods to Obtain

- Solicit quotes or client description
- Offer tentative suggestions

It becomes our job to help shape and give focus to their goals

(Hepworth et al., 2022)



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**



**Explain the purpose and function of goals**



**Formulate client-driven goals**



**Increase goal specificity**



**Determine barriers and benefits**

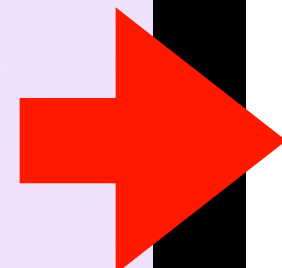
**Rank goals according to priorities**

**Help clients to call out all of the parts of a good goal... e.g., make it SMART**

(Hepworth et al., 2022)



# CREATE A GOAL PLAN



Client/Family:	Staff:		
Statement of Concern:			
Goal Statement:			Goal #__
General Tasks:			
Identify Strengths/Resources:		Identify Potential Barriers/Obstacles:	
Tasks/Steps-Participant:		Tasks/Steps-Staff:	



# CREATE A GOAL PLAN

Client/Family:	Staff:
Statement of Concern:	
Goal Statement:	
General Tasks:	
Identify Strengths/Resources:	
Tasks/Steps-Participant:	



**Is it linked to the defined target concern?**

**Is it defined in explicit and measurable terms?**

**Is it feasible?**

**Is it stated in positive terms that emphasize growth?**



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**



- Use scaling questions about goal commitment

**Explain the purpose and function of goals**



- Anticipate future barriers

**Formulate client-driven goals**



- Discuss intrinsic benefits

**Increase goal specificity**



- Provide incentives and rewards when possible

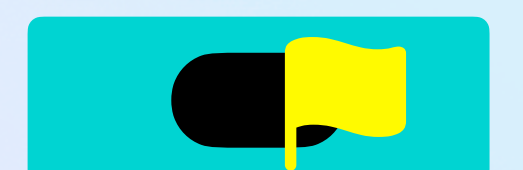
**Determine barriers and benefits**



- Explicitly link short and long-term goals

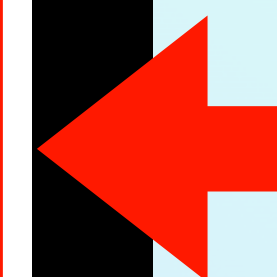
**Rank goals according to priorities**

(Hepworth et al., 2022)



# CREATE A GOAL PLAN

Client/Family:	Staff:		
Statement of Concern:			
Goal Statement:			Goal #__
General Tasks:			
Identify Strengths/Resources:	Identify Potential Barriers/Obstacles:		
Tasks/Steps-Participant:	Tasks/Steps-Staff:		



# PROCESS OF GOAL FORMULATION

## SIX STAGES

**Determine clients' readiness**



**Explain the purpose and function of goals**



**Formulate client-driven goals**



**Increase goal specificity**



**Determine barriers and benefits**



**Rank goals according to priorities**



Your job is to help the clients sort out their priorities to help keep them from being overwhelmed and frustrated.

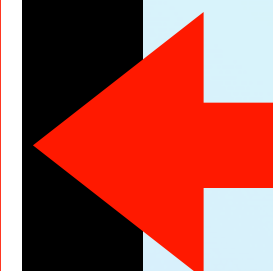
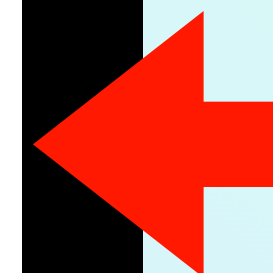


(Hepworth et al., 2022)



# CREATE A GOAL PLAN

Client/Family:	Staff:		
Statement of Concern:			
Goal Statement:			Goal #__
General Tasks:			
Identify Strengths/Resources:		Identify Potential Barriers/Obstacles:	
Tasks/Steps-Participant:		Tasks/Steps-Staff:	





# EXAMPLE DOCUMENTATION

Date	Progress Note
11/02/22	(D) This writer met with Johnny and discussed his goal progress. Johnny
	reported that he has been attempting to use deep breathing when
	frustrated. He described a situation last week with client 13452, and
	the incident where he was getting into other students belongings and
	handling them without permission. Johnny reported taking deep breaths
	instead of punching 13452. This writer encouraged this positive behavior
	and reflected experience back to concept of "If Then Thinking." (I) Johnny
	appeared cooperative. He appeared to be encouraged by the positive
	feedback from staff. (P) Follow up with Johnny about progress next week
	regarding using deep breathing. _____ <i>Jacob Campbell, LICSW</i>

