

## Stages of Change

1. Pre-contemplation – At this stage, people are not thinking about changing their behavior in the near future. If a majority of your employees are in this stage, it is best to wait to address the behavior at a later time. However, if your data demonstrates a need to change the behavior, you may want to bring employee attention to the issue by awareness efforts. You could also begin the discussion about future policy and benefit design changes that will encourage employees to think about making a change.
2. Contemplation – At this stage, people are beginning to think seriously about changing their behavior within the next six months. If you discover that your employees are in this stage, leverage their interest by implementing policy and benefit design changes that will encourage them to take the necessary steps to change their behavior. If your employees are in the preparation stage, providing more information about the benefits of changing the behavior, the dangers of not changing the behavior is helpful.
3. Preparation – During this stage, most people have tried to change their behavior at least once within the past year, and are thinking about trying again within the next month. Motivate your employees to take the next step towards change by offering an incentive campaign addressing the behavior.
4. Action – During this stage, people are actively taking steps to change their behavior, although slips may occur. When employees are in this stage, you can increase their chances of success by providing incentives and build support by offering team challenges or promoting support groups.
5. Maintenance – At this stage, people have maintained the change in their behavior for at least six months. It may be tempting to ignore the behaviors that your employees have successfully changed, but you should reward employees for maintaining their healthy behaviors to encourage them to continuing efforts. This will ensure that your low risk employees remain that way.