

OARS Basic Skills Development

ISO: _____		Offender/DOC# _____		Date: _____			
Observer: _____		Team: High Risk _____		Re-entry _____			
Phase 1		Building Motivation for Change OARS Basic Skills Development		1 Improvement needed	2 Good	3 Very Good	4 Excellent
O	Open-ended questions: (i.e., questions or requests that elicit more than yes/no responses)						
		Frequency and Extensiveness rating:					
A	Affirmations: (i.e., verbally reinforce the client's strengths, abilities, or efforts to change his/her behavior?)						
		Frequency and Extensiveness rating:					
R	Reflections: (i.e., use repeating, rephrasing, paraphrasing or use reflective summary statements of what client says)						
		Frequency and Extensiveness rating:					
S	Summary: (i.e., ISO selects several pieces of client information and combines them in a summary; ex: "Here is what I've heard you say so far...")						
		Frequency and Extensiveness rating:					
<p>Was Motivational Interviewing style or spirit noticeable? (i.e.; ISO shows empathic sensitivity through words and tone of voice)</p> <p>How?</p> <p>Observer Feedback:</p>							
Recommend advance to phase II: _____				Meets basic skills requirements: Yes No (reason stated in feedback)			

DEARS Intermediate Skills Development

ISO: _____		Offender/DOC# _____		Date: _____			
Observer: _____		Team: High Risk _____		Re-entry _____			
Phase II		Strengthening Commitment DEARS Intermediate Skills Development		1 Improvement needed	2 Good	3 Very Good	4 Excellent
D	Developing Discrepancy: (using double sided reflections, etc.)						
	Frequency and Extensiveness rating:						
E	Expressing Empathy: (showing understanding for offender's problems)						
	Frequency and Extensiveness rating:						
A	Amplifying Ambivalence: (reflecting lack of motivation as normal hesitation)						
	Frequency and Extensiveness rating:						
R	Rolling with Resistance: (avoiding argument and confrontation by resolving concerns)						
	Frequency and Extensiveness rating:						
S	Supporting Self-Efficacy: (eliciting offender's hope and pride in their ability to change, using positive reinforcement)						
	Frequency and Extensiveness rating:						
<p>Was Stage of Change discussed?:</p> <p>What stage did client identify? (Pre-contemplation, contemplation, Preparation, Action, Maintenance, Relapse)</p> <p>Was Motivational Interviewing style or spirit noticeable? How?</p> <p>Observer Feedback:</p> <p>Recommend advance to phase III: _____ Meets Intermediate skills requirements: Yes No (reason stated in feedback)</p>							

Advanced Skills Development - Level I

ISO: _____		Offender/DOC# _____		Date: _____	
Observer: _____		Team: High Risk _____		Re-entry _____	
Phase III	Eliciting Self-Motivational Statements & Goal Setting - Advance Skills Development - Level I	1 Improvement needed	2 Good	3 Very Good	4 Excellent
Evocative Questions: *Contains a promise that elicits motivational statements from the client					
Elaboration Questions: *Asking for clarification, specific examples, often lead to client making statements of concerns					
Querying Extremes: *Identify target behavior; Explore the worst & Best Case Outcomes					
Scaling Question: *Give client a scale to measure how important or confident that they will succeed					
Looking Back/Looking Forward: *Ask client to compare the way life was before the problem behavior to life as it is now. **The present/future comparison can help client to envision the future more desirable state as compared to the way things are now					
Goals and Values: *Ask client what things are important in his or her life. (Dev.discrepancy between these important goals explored in looking forward & the present problem behavior)					

Advanced Skills Development - Level I

Phase III	Eliciting Self-Motivational Statements - Advance Skills Development - Level I	1 Improvement needed	2 Good	3 Very Good	4 Excellent
<p>Exception Questions:</p> <p>*Explore existing strengths, recall a time when things were different & behavior was not there, help client to identify one or two things they were doing differently</p>					
<p>Decisional Balance:</p> <p>*Have client discuss the positive & negative (Pro's & Con's) aspects of current behavior, Complete the cost & benefits form</p>					
<p>Recognizing Change talk:</p> <p>*Commitment statement biggest indicator change will occur: (i.e. I will..., I promise..., I know...)</p>					
<p>Change Plan Created or addressed:</p>					
<p>*The goal for advance-level I is for the ISO to become comfortable with the various advance forms of questioning to elicit change talk</p> <p>Was Stage of Change discussed?: What stage did client identify? (Pre-contemplation, contemplation, Preparation/Determination, Action, Maintenance, Relapse)</p> <p>Client Centered Problem Discussion & Feedback noticeable? (ISO facilitate discussion of problems that placed client on probation, as well as, other life issues caused by the unwanted behavior)</p> <p>Observer Feedback:</p> <p>Documents stage in chronos along with justification: stage:_____</p> <p>Appropriate Response to meet client needs?</p> <p>Meets advance level 1 skills requirements: Yes No (reason stated in feedback)</p>					

Advanced Skills Development - Level II

ISO: _____ Offender/DOC# _____ Date: _____
 Observer: _____ Team: High Risk _____ Re-entry _____

Phase IV	Follow-through Strategies Advance Skills Development - Level II	1 Improvement needed	2 Good	3 Very Good	4 Excellent
Reviewing Progress: *Review with client the commitment and plans that were made and explore clients progress	*Determine to what extent previous goals & plans have been implemented.				
Renewing Motivation: *Ask client what they remember as the most important reasons for changing their behavior	*Phase I processes can be used again to renew motivation for change.				
Redoing Commitment: *Reaffirm clients commitment to goals/plans. This is the time to reevaluate, moving towards a new plan and commitment.	*Seek to reinforce clients sense of autonomy & self-efficacy -an ability to carryout self-chosen goals & plans.				
Stage of Change: What stage did client identify? (Pre-contemplation, contemplation, Preparation, Action, Maintenance, Relapse)					
Change Plan reviewed & updated or new change plan created.					

Observer Feedback:
 Documents stage in chronos along with justification: stage: _____ Next Review Date: _____
 Recommend for peer mentoring: _____ Meets Advance level II skills requirements: Yes No (reason stated in feedback)