

Becoming a Smoke-Free TC:

**Managing Change using TC
Principles**

How it began...

Argument for:

- Nicotine is a highly addictive drug
- Smoking cigarettes is a life-threatening habit
- Statistics support smoking cessation during treatment creates better outcomes for both smoking and drug of choice.

How it began...

Argument against:

- In most cases, residents are not presenting to address their smoking habit
- The studies that support smoking cessation during treatment were largely done on volunteer groups, rather than coerced clients.

The Big Question:

“Should we permit residents to use a life-threatening and highly addictive drug while in treatment?”

or

“Should residents be able to smoke?”

Stages of Change

- Pre-contemplative – Say “Yes” mean “No”
- Contemplative – Say “Yes” still mean “no”
- Preparation/Determination – “Yes” with resistance
- Action - Two kinds:
 - Test the waters
 - Plunge in
- Maintenance/Relapse

Our Strategy

1. Attempt to convince all local TC's/rehabs to go smoke-free.
2. Get all departments of Cyrenian House on-board and start meeting together.
3. Consult with TC residents at every stage .
 - a. Whole TC meeting to discuss the possibility and rationale allowed residents to voice their opinions, resistance and needs.
 - b. Monthly meetings brought focus, motivation and provided an outlet for resistance.

Our Strategy

4. Consult with staff on issues of:
 - a. Personal smoking cessation
 - b. Support for smoke-free TC

5. Agreed on a time-frame of six months and a launch date

6. Flood the TC!
 - a. Create focal points
 - Posters
 - Regular Groups
 - Counselling
 - TC snap-shots

Our Strategy

- b. Monthly Smoking Cessation Groups
- c. Monthly Whole TC meetings
- d. Promotion of and access to NRT
- e. TC steering committee
- f. Limit and confine access to smoking
- g. Keep communicating around strategies and procedures with staff-team, management and key departments.

Thoughts, Observations and Reflections

- Be prepared and plan to follow through (e.g. – consequences)
- Plan, plan, plan. Be flexible, reasonable and prepared. Get as much in place as possible before commencing process.
- Start with the staff team – get them fully on-board before moving to the TC.
- Despite all our planning, when the rubber hit the road, change was difficult.
- Work closely with Senior Residents as the agents of change.

Thoughts, Observations and Reflections

- The most vocal opponents often turn into the most supportive role models
- Allow time for change, but not too much!
- Be creative and enthusiastic
- Recognise change is a process
 - Allow and welcome resistance
 - Expect opposition as a part of the change process
 - Plan to work with, not against resistance
 - Always affirm people – look for the strengths, acknowledge the difficulties
 - Don't take it personally!