

# **BAP Core Competencies**

## **Practicum One: Five Foundational Skills of BAP**

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# Disclosure

The BAP Professional Network ([www.BAPPN.org](http://www.BAPPN.org)) is a nonprofit organization, 501c(3), with a mission to advance the development, study, and dissemination of Brief Action Planning (BAP) and its pragmatic integration with Motivational Interviewing (BAP-MI) across healthcare education, practice, and research. BAPPN offers online self-directed courses on BAP and BAP-MI for a fee.

# Acknowledgements

**BAP was developed by Steven Cole with contributions from:**

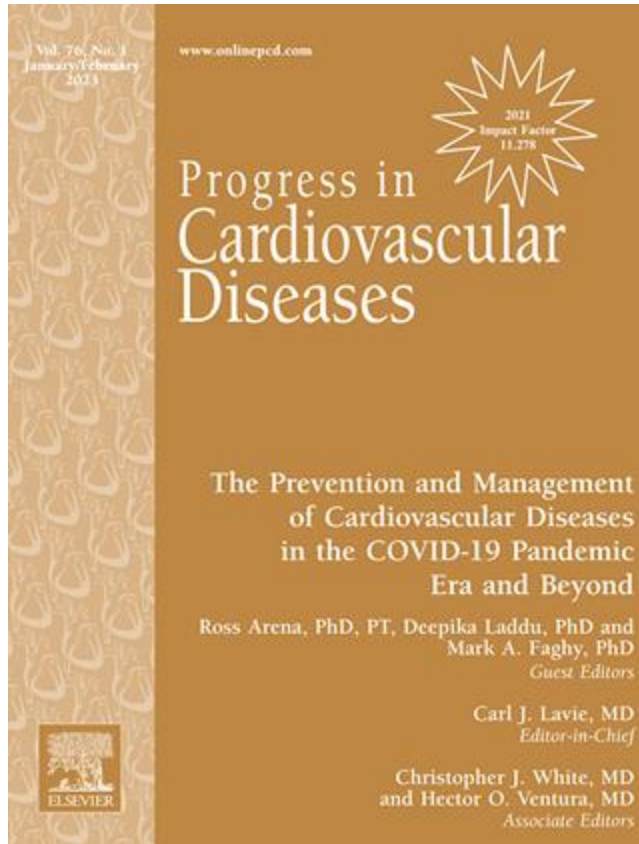
- Connie Davis
- Damara Gutnick
- Kathy Reims
- Centre for Collaboration, Motivation, & Innovation
  - *[www.CentreCMI.ca](http://www.CentreCMI.ca)*

# Acknowledgements

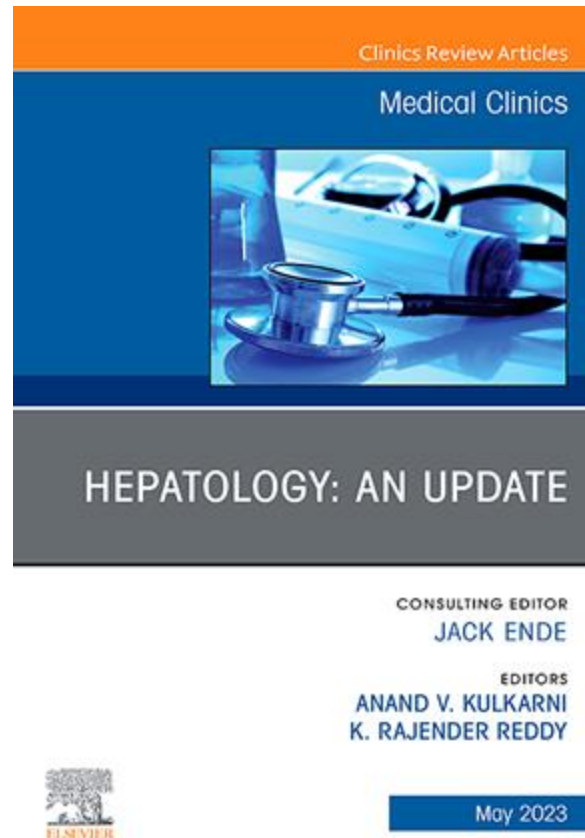
**BAP-MI was developed by Steven Cole with contributions from:**

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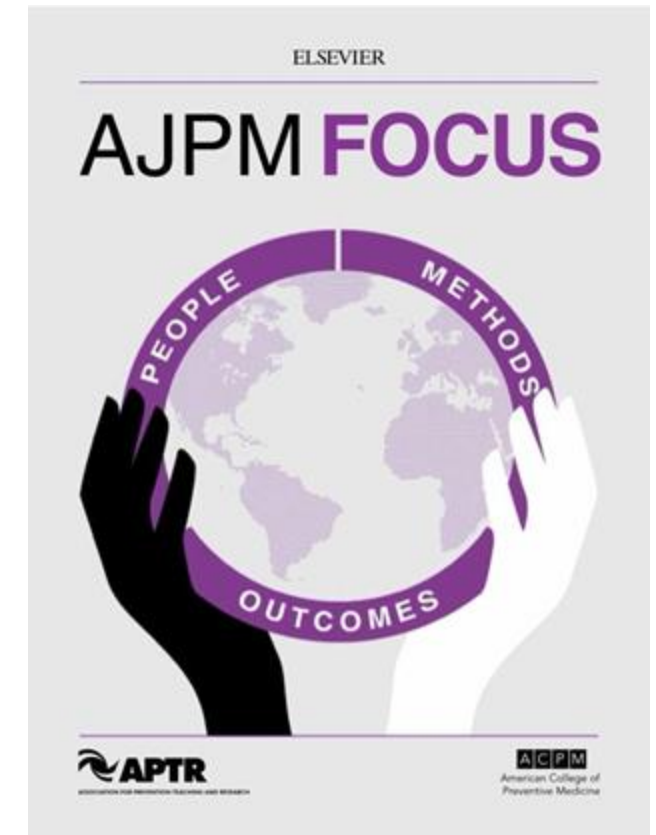
# Recent Peer-Reviewed Publications



*Using motivational interviewing and brief action planning for adopting and maintaining positive health behaviors, March-April 2023.*



*Brief Action Planning (BAP) in Health and Healthcare: A Scoping Review, November 2023.*



*BAP- MI: A Novel Stepped-Care Integration of Brief Action Planning and Motivational Interviewing to Optimize Outcomes, September 2023*



# **BAP in Health and Healthcare: A Systematic Review and Meta-Analysis**

Jadotte YT, Carroll W, Buchholz B, Wingood M, Cole SA:  
Annual Meeting of APTR (Association for Prevention, Teaching, & Research)  
March 10, 2025

**Statistically significant and clinically meaningful impact for increasing physical activity**

# Summer Course: BAP Core Competencies

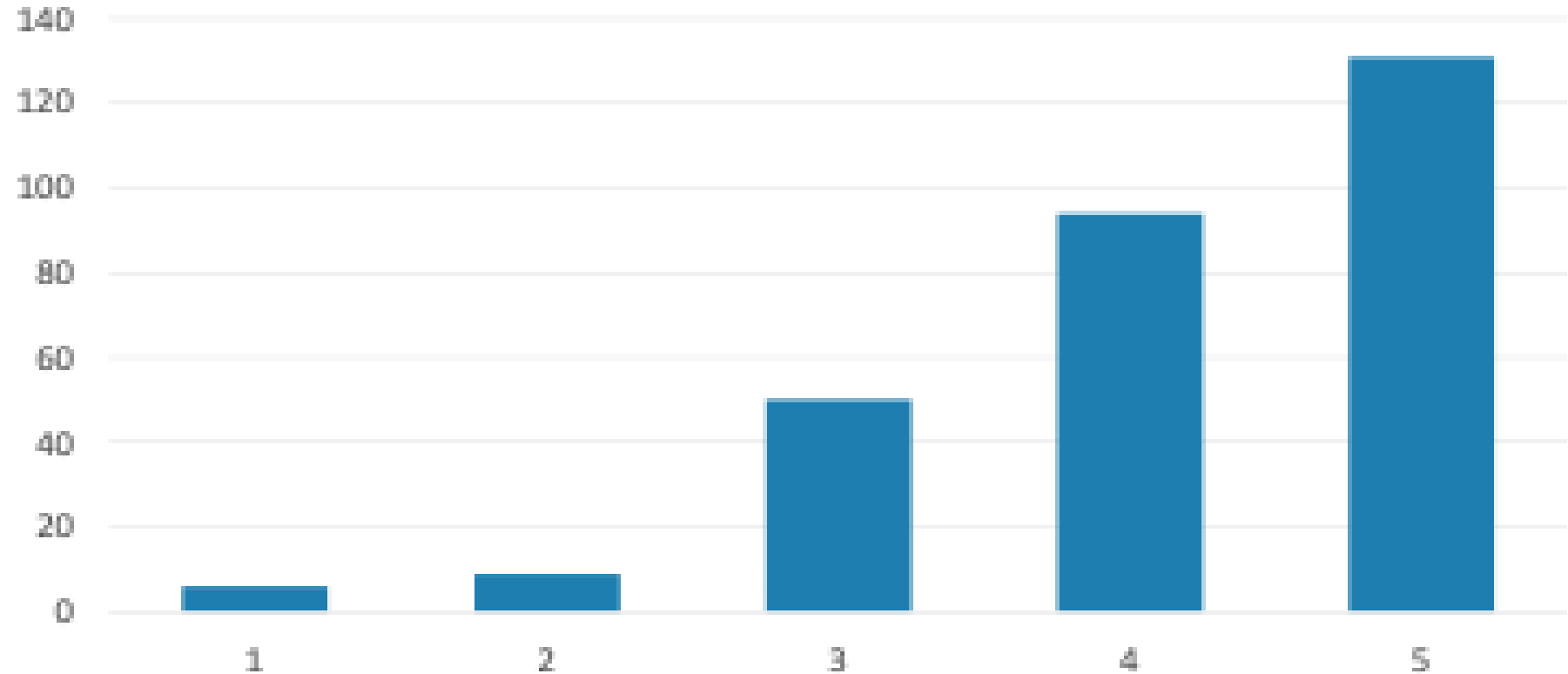
## Online Self-Directed Program + 4 Practicums

Goals	Online Course	Practicum
5 Foundational Skills (with Spirit of MI)	Modules 1 & 2	One
3 Stepped-Care Skills	Module 3 & 4	Two
Reaching Competency (Using BAP Checklist & MITI Partnership Scale)	Module 5	Three
“A Taste of BAP-MI” (Advanced Skills)	Modules 6 & 7	Four

# Evaluation of BAP & BAP-MI Online Learning Programs

*How useful do you feel this module will be in your current or future practice?*

**N = 290**  
(2016-2025)



**Mean = 4.16**



# Our Hopes, BAP Core Competencies:

1. You will reach **criterion-level competency in BAP** and feel enthusiastic about integrating BAP into your practice; &
2. You will feel inspired to learn more advanced skills of **BAP-MI**, integrating BAP with Motivational Interviewing for patients with persistent unhealthy behaviors and ambivalence about change.

# Change (Exercise)

- Most of us frequently think about making life changes
- Write short statement of something you are considering changing (but which you have not already started)
  - Lifestyle
  - Interpersonal
  - Personal - (e.g. well-being)
- Confidential if you choose

# Agenda: Practicum One

- Introduction & Overview 05 min
- Exercise (MI Spirit) 10 min
- Spirit of Motivational Interviewing 5-10 min
- BAP Foundational Skills: Demonstration & Discussion 20 min
- Small Group Practice & Discussion 15-30 min
- Open Discussion & Pre-Work for Practicum Two 05-15 min

# Favorite Teacher\*

- Write down the name of a teacher/mentor/coach who had an impact on your life.
- List 3 or 4 of their qualities that inspired or motivated you.

\*adapted from contribution of Carolyn Yahne

# Break-Out Groups

Introductions

Complete the written part of exercise.

Discuss what you wrote down and why.

Are there 4-5 “core” qualities that stand out across all?

What do you think is the purpose of this favorite teacher exercise?

How might you carry these qualities into your clinical interactions?

# Break-Out Groups

**10 minutes**

# Return to Full Workshop



**Your Reflections?**



# Spirit of MI\*: “CAPE”

(Values/Attitudes/Mindset)

## Grounds the Skill Set of BAP

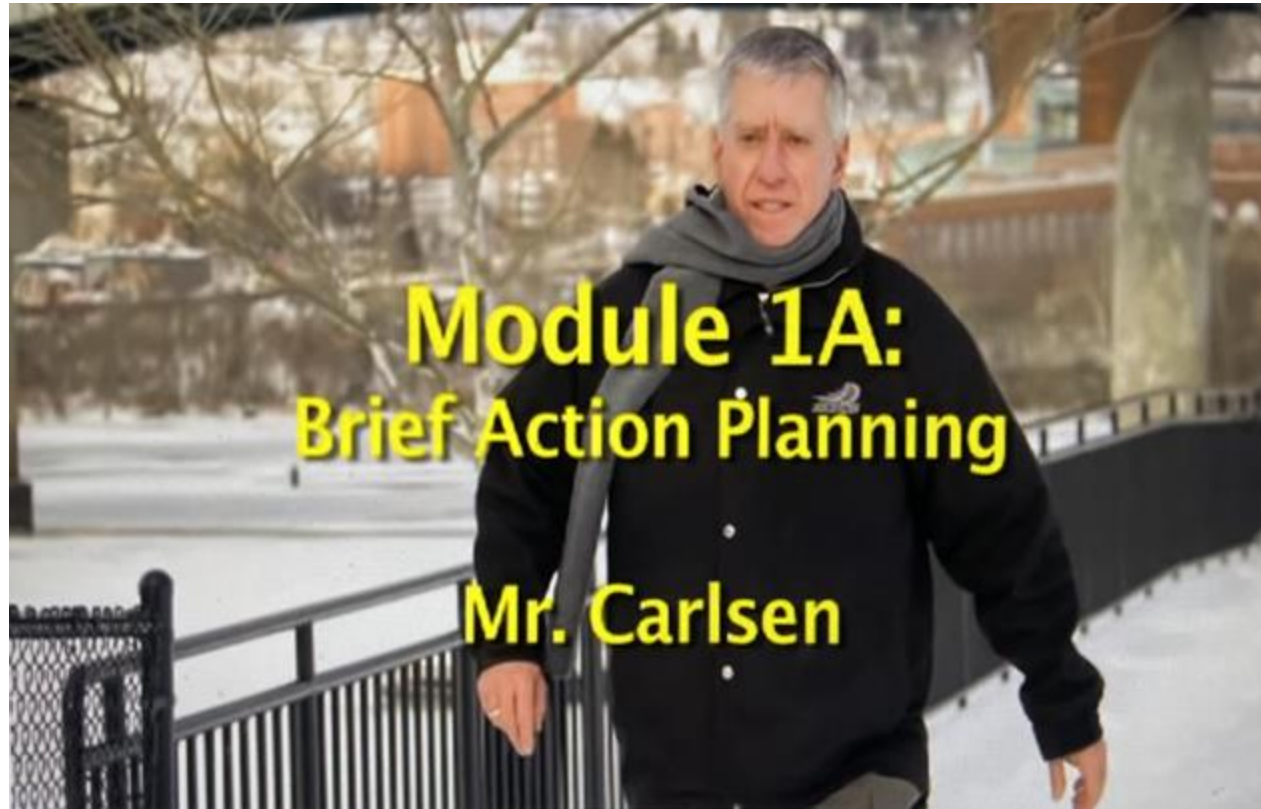
- Compassion  
*(The patient's well-being is primary.)*
- Autonomy Support  
*(Respect the patient & their right to change or not.)*
- Partnership  
*(Demonstrate equality for action planning purposes.)*
- Empowerment  
*Ideas for change should come from the patient.  
(Curiosity & Humility)*



\*Miller WR, Rollnick S. *Motivational Interviewing: Helping People Change and Grow*, 2023

# 5 Foundational Skills: Demonstration

What Skills?    How Were They Used?    Spirit of MI?



<https://www.youtube.com/watch?v=IJbJCWDh3v>

4



# Reflections: What & How?

# ELICIT GENERAL GOAL & DEVELOP SPECIFICS

## 1. ELICIT PERSONAL GOALS

Ask

*“Is there anything you would like to do for your health in the next week or two?”*



Making  
the Plan

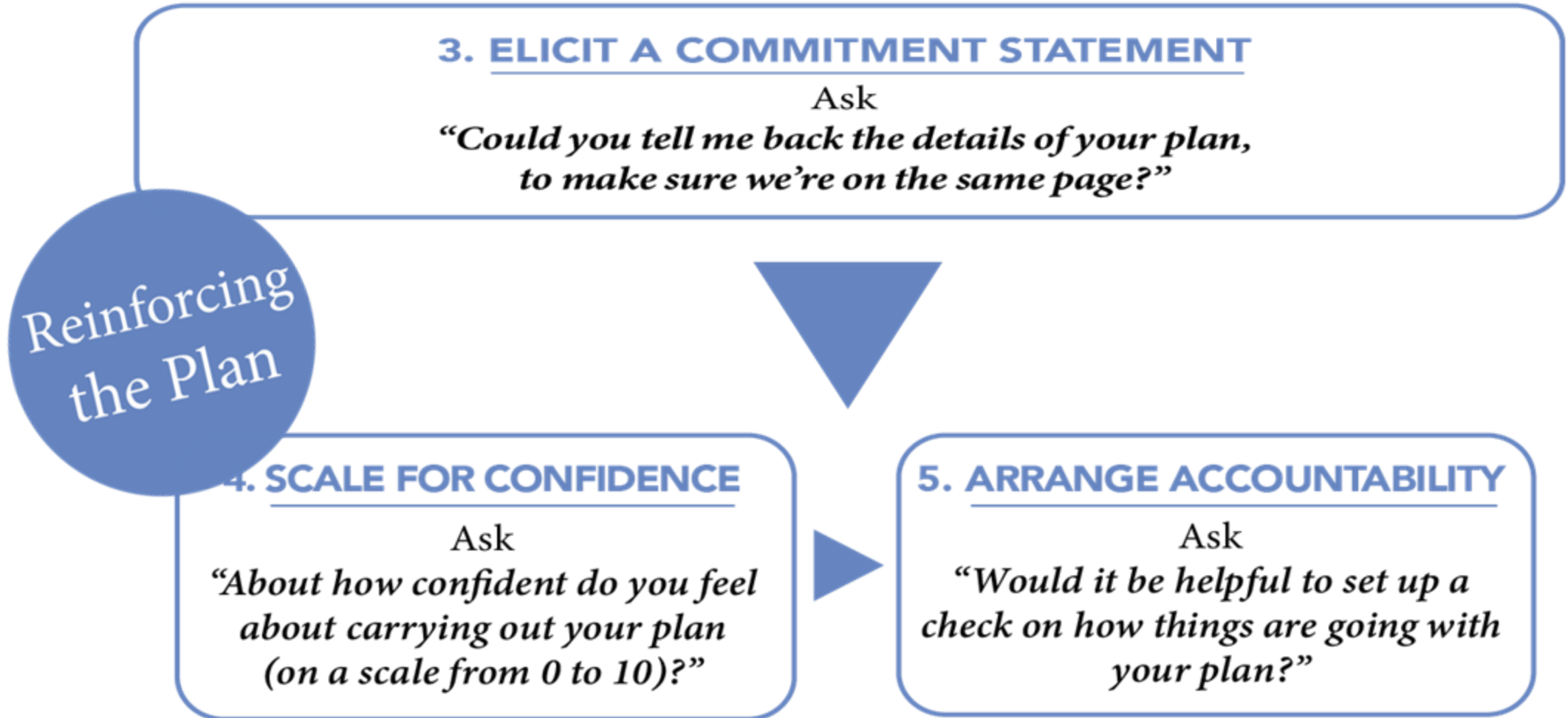
## 2. ELICIT & CLARIFY A SMART BEHAVIORAL PLAN

Ask

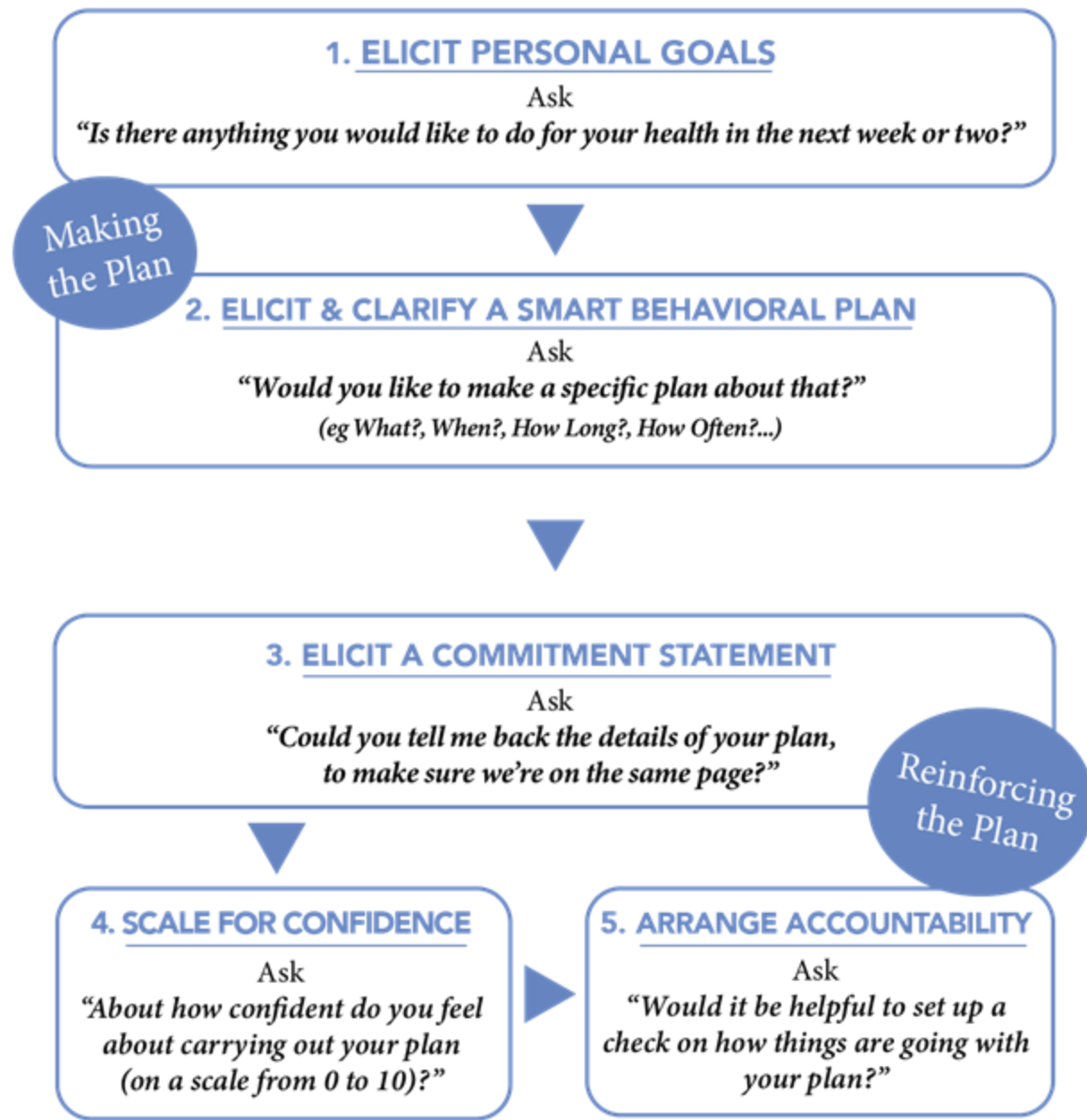
*“Would you like to make a specific plan about that?”*

*(eg What?, When?, How Long?, How Often?...)*

# REINFORCING THE PLAN







\* Revised from Cole, Gutnick, Davis, & Reims: “Brief Action Planning Flow Chart,” 2016

# What is Brief Action Planning (BAP)?

*BAP is a pragmatic, evidence-informed, and versatile MI-consistent tool to support patient self-management and facilitate health behavior change.*

*BAP is particularly appropriate for patients ready or nearly ready for planning (for whom ambivalence is not a persistent barrier and advanced MI skills may not be needed).*

*In the practice of MI, with patients ambivalent about change, BAP can function as a flexible roadmap from “Evocation” into and through the 4<sup>th</sup> MI task of “Planning.”*

# BAP Overview

- BAP is a motivational tool/roadmap for Action Planning
- Eight Core Competencies: 5 Foundational & 3 Stepped-Care
- Connection/Engagement (rapport) precedes launching BAP
- Spirit of MI throughout
  - Partnership, Autonomy Support, Empowerment



# Spirit of MI\*: “CAPE”

(Values/Attitudes/Mindset)

## Grounds the Skill Set of BAP

- **Compassion**  
*(The patient’s well-being is primary.)*
- **Autonomy Support**  
*(Respect the patient & their right to change or not.)*
- **Partnership**  
*(Demonstrate equality for action planning purposes.)*
- **Empowerment**  
*Ideas for change should come from the patient.  
(Curiosity & Humility)*



\*Miller WR, Rollnick S. *Motivational Interviewing: Helping People Change and Grow*, 2023

# BAP: Five Foundational Skills

With connection (rapport) & Spirit of MI, clinicians launch BAP:

## Question One

### 1. ELICIT PERSONAL GOALS

Ask

*“Is there anything you would like to do for your health in the next week or two?”*

*Is there anything you would like to do  
for your health in the next week or two?*

## Making the Plan



# 1. Context Specific Version of Question One

Elicit Personal Goals

Ask

*“Is there anything you’d like to do in the next week or two, about your health, well-being, or.....”*

*Is there anything you would like to do  
in the next week or two about your...?*

Context  
Specific

Making  
the Plan





# Making the Plan

*Is there anything you would like to do  
for your health in the next week or two?*

*Hmmm...  
I guess I really should get  
some exercise.*



## **2. ELICIT & CLARIFY A SMART BEHAVIORAL PLAN**

Ask

***“Would you like to make a specific plan about that?”***

***(eg What?, When?, How Long?, How Often?...)***

# Making the Plan

*Would you like to make a specific plan about that?*

*What do you mean by “plan”?*





# Making the Plan

*Well, a “plan” means deciding on something very specific you’d like to do, when you’d like to start, how long, how often....things like that.*

**Oh, okay...**



## 2. SMART BEHAVIORAL PLANNING

“SMART”: Specific, Measurable, Achievable, Relevant and Timed.

With permission:

- What?
- When?
- Where?
- How often/long/much?
- Start date?

Locke (1968) and Locke & Latham (1990, 2002); Bodenheimer (2009)

## 1. ELICIT PERSONAL GOALS

Ask

*“Is there anything you would like to do for your health in the next week or two?”*



Making  
the Plan

## 2. ELICIT & CLARIFY A SMART BEHAVIORAL PLAN

Ask

*“Would you like to make a specific plan about that?”*

*(eg What?, When?, How Long?, How Often?...)*

### 3. ELICIT A COMMITMENT STATEMENT

Ask

*“Could you tell me back the details of your plan, to make sure we’re on the same page?”*

Reinforcing  
the Plan

### 4. ASSESS CONFIDENCE

Ask

*“About how confident do you feel about carrying out your plan (on a scale from 0 to 10)?”*

### 5. ARRANGE ACCOUNTABILITY

Ask

*“Would it be helpful to set up a check on how things are going with your plan?”*

# Reinforcing the Plan

## 3. ELICIT A COMMITMENT STATEMENT

Ask

*“Could you tell me back the details of your plan,  
to make sure we’re on the same page?”*

# REINFORCING THE PLAN: Elicit a Commitment Statement

- After the plan has been formulated, the clinician elicits a “commitment statement” in the 1<sup>st</sup> person, e.g....
- *“I will....”*
- Strength of the commitment statement predicts relative success of the plan.

# Reinforcing the Plan

## 4. SCALE FOR CONFIDENCE

Ask

*“About how confident do you feel about carrying out your plan  
(on a scale from 0 to 10)?”*

Lorig, 2014

# Reinforcing the Plan

## 5. ARRANGE ACCOUNTABILITY

Ask

*“Would it be helpful to set up a check on how things are going with your plan?”*

Glasgow, 2006



### 3. ELICIT A COMMITMENT STATEMENT

Ask

*“Could you tell me back the details of your plan,  
to make sure we’re on the same page?”*

Reinforcing  
the Plan

### 4. ASSESS CONFIDENCE

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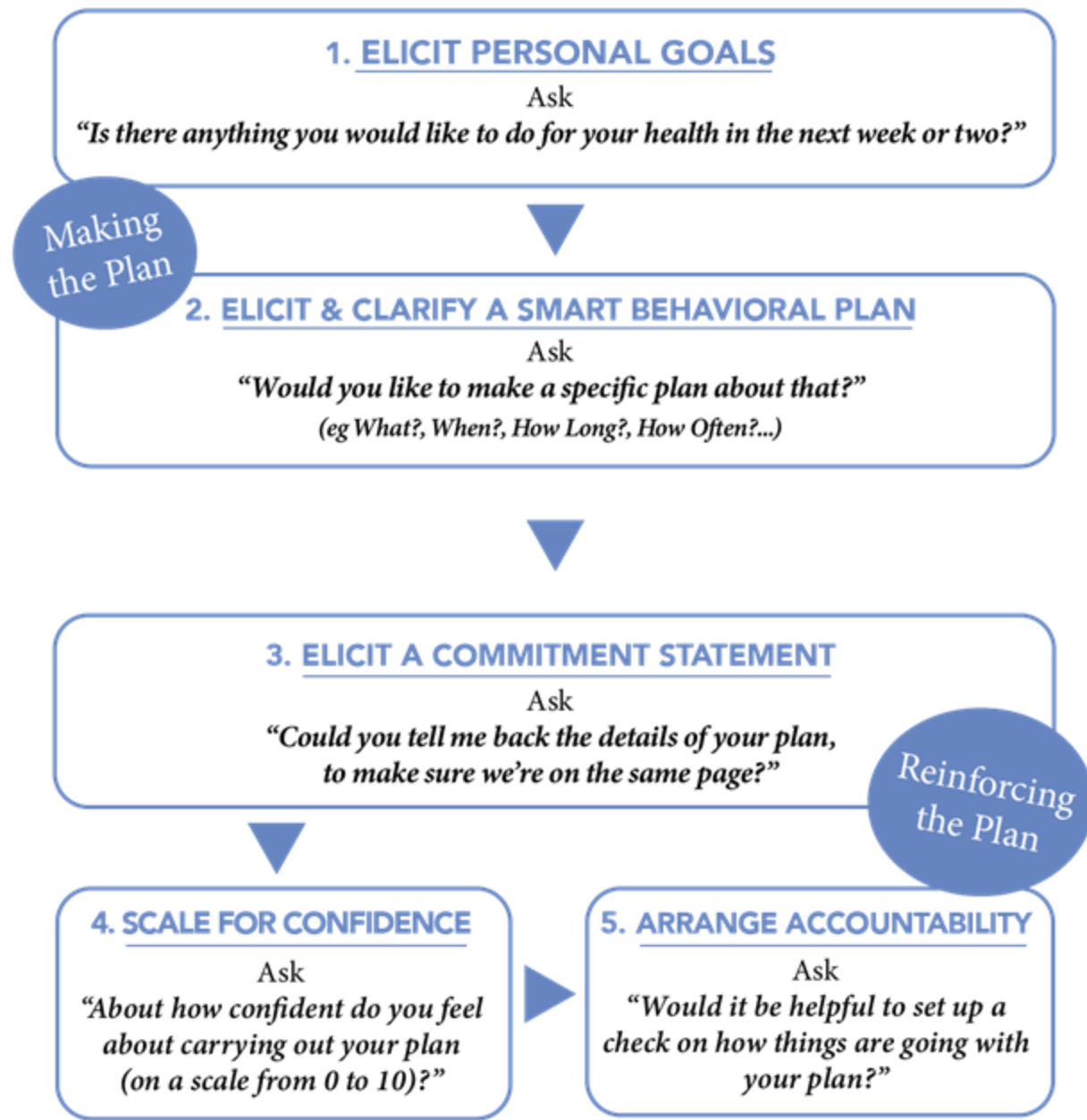
# **BAP Flow Chart (2024-*R*)\***

## **The Five Foundational Skills**

Cole S, Jadotte Y, Frum-Vassallo D, Miles C, Cornell O

\* Revised from Cole S, Gutnick D, Davis C, Reims K, BAP Flow Chart, 2016





\* Revised from Cole, Gutnick, Davis, & Reims: “Brief Action Planning Flow Chart,” 2016

# Break-Out Groups of 3

- **Brief introductions**
- **Choose “Roles:” (Clinician, Patient/Client, Observers)**
  - Real-play
  - Clinician follows BAP Flow Chart
  - Observer, or anyone “freezes” discussion for coaching/feedback
  - Switch roles as time permits

# Coaching Feedback: Suggestions

1. *What was done well ?*

(be specific, “clinician” starts, then others)

2. *What might be improved?*

(be specific, “clinician” starts, then others)

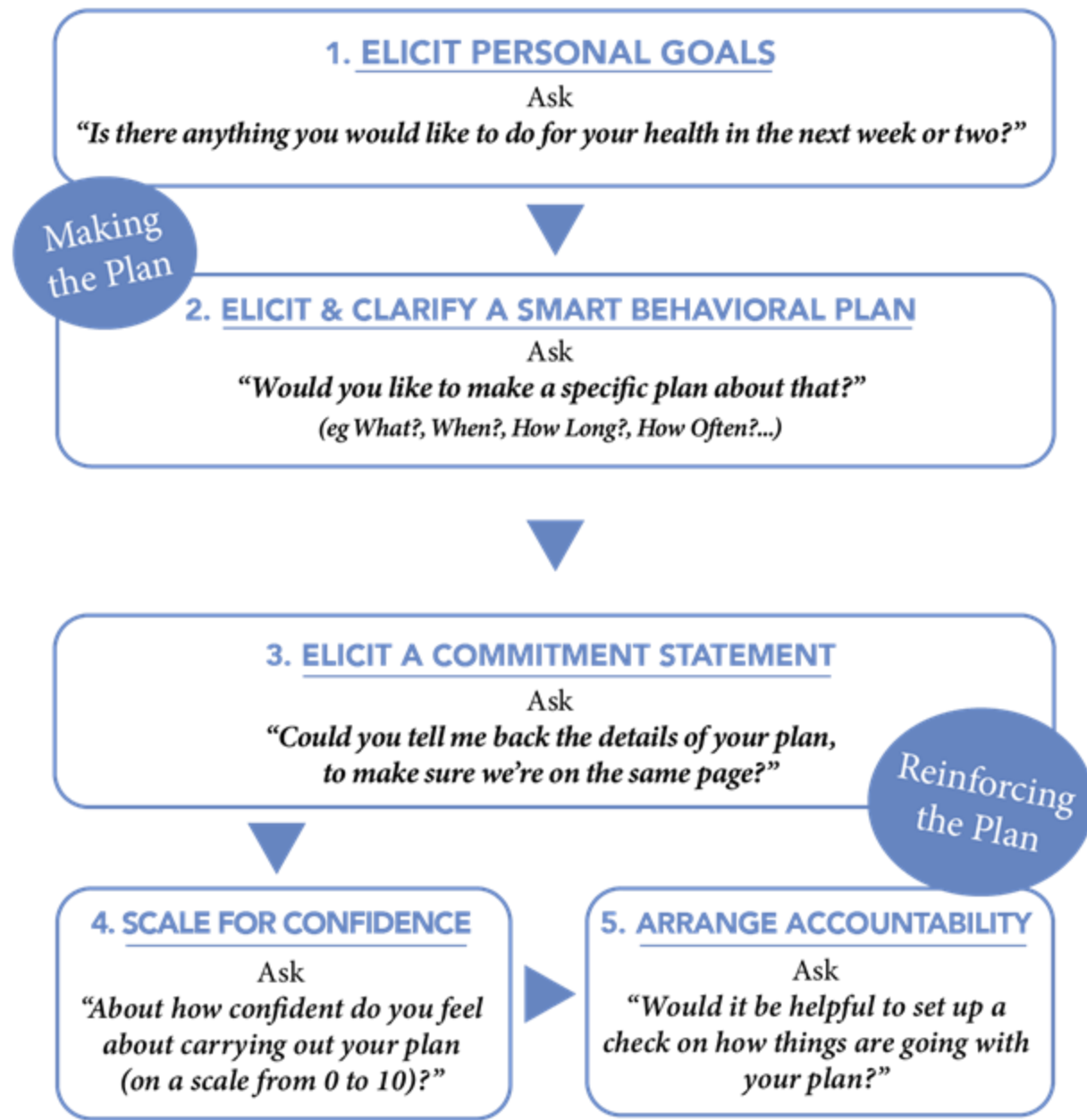
3. **Re-practice the same sequence with suggestions**

**DOWNLOAD**

**BAP FLOW CHART (2024 R)**  
**THE FIVE FOUNDATIONAL SKILLS**

[https://baprofessionalnetwork.org/wp-content/uploads/BAP-Flowchart\\_2024-R\\_\\_5-Foundational-Skills.pdf](https://baprofessionalnetwork.org/wp-content/uploads/BAP-Flowchart_2024-R__5-Foundational-Skills.pdf)

# **Break-Out (15-30 minutes)**



\* Revised from Cole, Gutnick, Davis, & Reims: “Brief Action Planning Flow Chart,” 2016



# Return to Full Workshop



# Reflections: Break-Out Groups

# Summary and Conclusion

# Pre-Work for Practicum Two

- Read BAP paper - Gutnick et al (2014)
  - ***Note: particularly useful because it reviews evidence-base for each skill with clinical application – but organizes and presents the eight core competencies in a slightly different manner (“3 questions + 5 skills”)***
- Online Program
  - Complete Module 3
    - Spirit of MI
    - Quiz 2: Spirit of MI
  - Complete Module 4
    - Behavioral Menu
    - Problem-Solving
    - Follow-Up
  - Quiz 3: The 8 Skills of BAP
- Field Exercise 2 - BAP with a partner
- Download BAP Flow Chart (3 pages) for Practicum 2

**Email Us**  
**questions/comments/feedback**  
**scole@BAPprofessionalNetwork.org**