BAP Core Competencies

Practicum One:
Five Foundational Skills of BAP

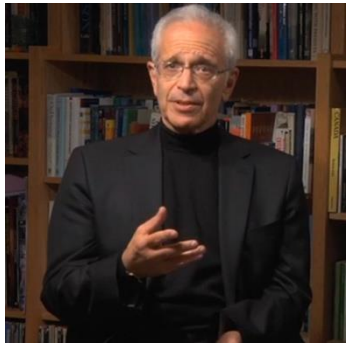
MI Center for Change

NYSOTA
New York State Occupational Therapy Association

Jope Consulting Services

BAP
PROFESSIONAL NETWORK

Practicum Facilitators



Steven Cole, MD, MA

Professor of Psychiatry, Emeritus, Stony Brook SOM and
Clinical Professor of Scientific Education and Psychiatry at Zucker SOM at Hofsta/Northwell

Founder and Director, BAP Professional Network
Member of MINT (Motivational Interviewing Network of Trainers)

Michael Puthoff, PT, PhD

Professor, St. Ambrose University, Physical Therapy Department
Chair of APTA Geriatrics Task Force on Annual Mobility Assessment

Co-Chair, Committee on Rehabilitation Services (BAPPN)
Certified in BAP Core Competencies

BAP PROFESSIONAL NETWORK

Break Out Coaches

Heidi MacAlpine, OTD, MEd, OTR/L, CTP
Holistic occupational therapist, Founder of Align OT
Clinical and Fieldwork Educator (Touro, Stony Brook, Suffolk Com College)
Co-Chair, Committee on Rehabilitation Services

Debra Battistella, MS, OTR/L
Physical med & community-based OT, President of Creative Concepts In OT
Adjunct Faculty, Bay Path University
Former OTA educator and Academic Fieldwork Coordinator, SUNY ECC
Co-Chair, Committee on Rehabilitation Services

Maryta Marzano, PhD, FNP-C, DipACLM
Clinical Assistant Professor, Family Nurse Practitioner Program
Stony Brook University School of Nursing
Co-Chair, Committee on Nursing

BAP PROFESSIONAL NETWORK

Disclosures

The BAP Professional Network (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.

BAP
PROFESSIONAL NETWORK

Acknowledgements

For contributions to the development of BAP:

- Connie Davis
- Damara Gutnick
- Kathy Reims
- Centre for Collaboration, Motivation, & Innovation
  - *www.CentreCMI.ca*

BAP PROFESSIONAL NETWORK

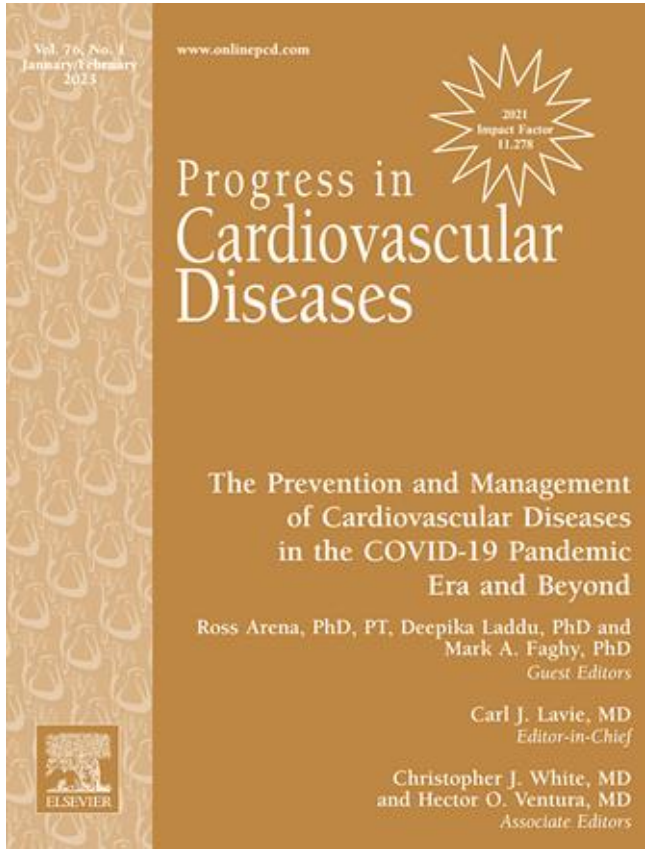
Acknowledgements

For contributions to the development of BAP-MI:

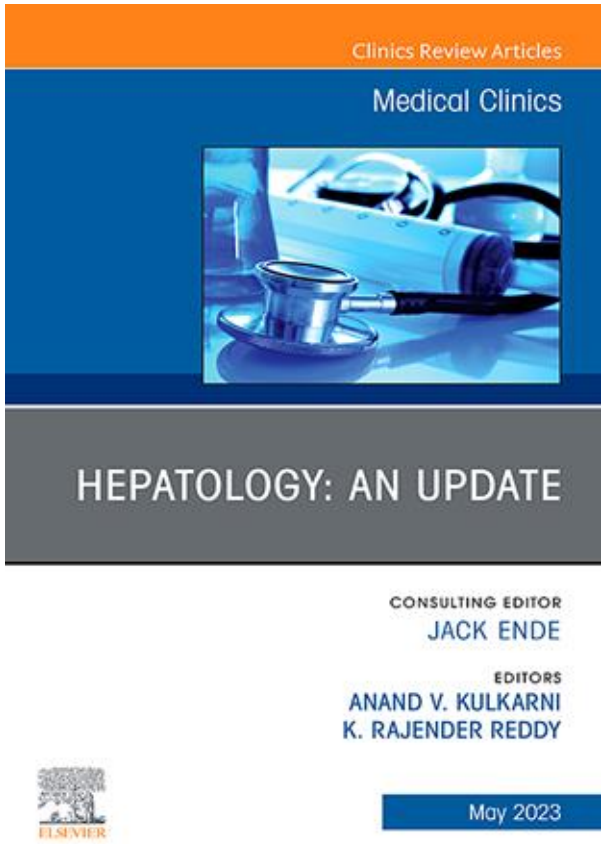
- Taranjeet Ahuja
- Denise Ernst
- Richard Frankel
- Deirdra Frum-Vassallo
- Damara Gutnick
- Ali Hall
- Katherine Hartlieb
- Yuri Jadotte
- Igor Koutsenok
- Camila Romero
- Deepa Sannidhi
- Kelley Skeff
- Roy Stein
- Joseph Weiner

BAP PROFESSIONAL NETWORK

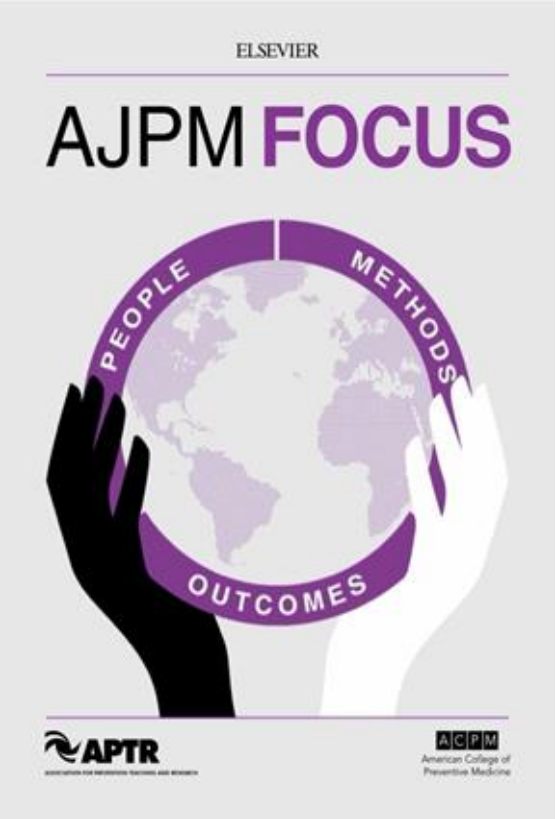
Recent Peer-Reviewed Publications



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, Sept 2023

BAP
PROFESSIONAL NETWORK

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

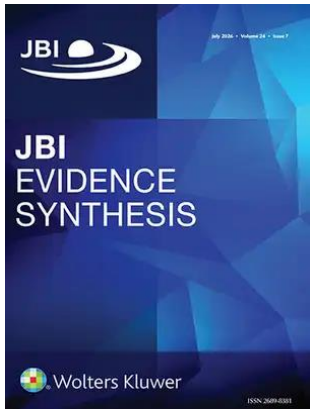
Meta-analysis showed statistically significant and clinically meaningful effect of BAP as stand-alone intervention

Jadotte YT, Carroll W, Buchholz B, Wingood M, Cole SA:

Annual Meeting of APTR (Association for Prevention, Teaching, & Research)

March 10, 2025

Submitted for publication; reviewed and currently under revision for JBI Synthesis



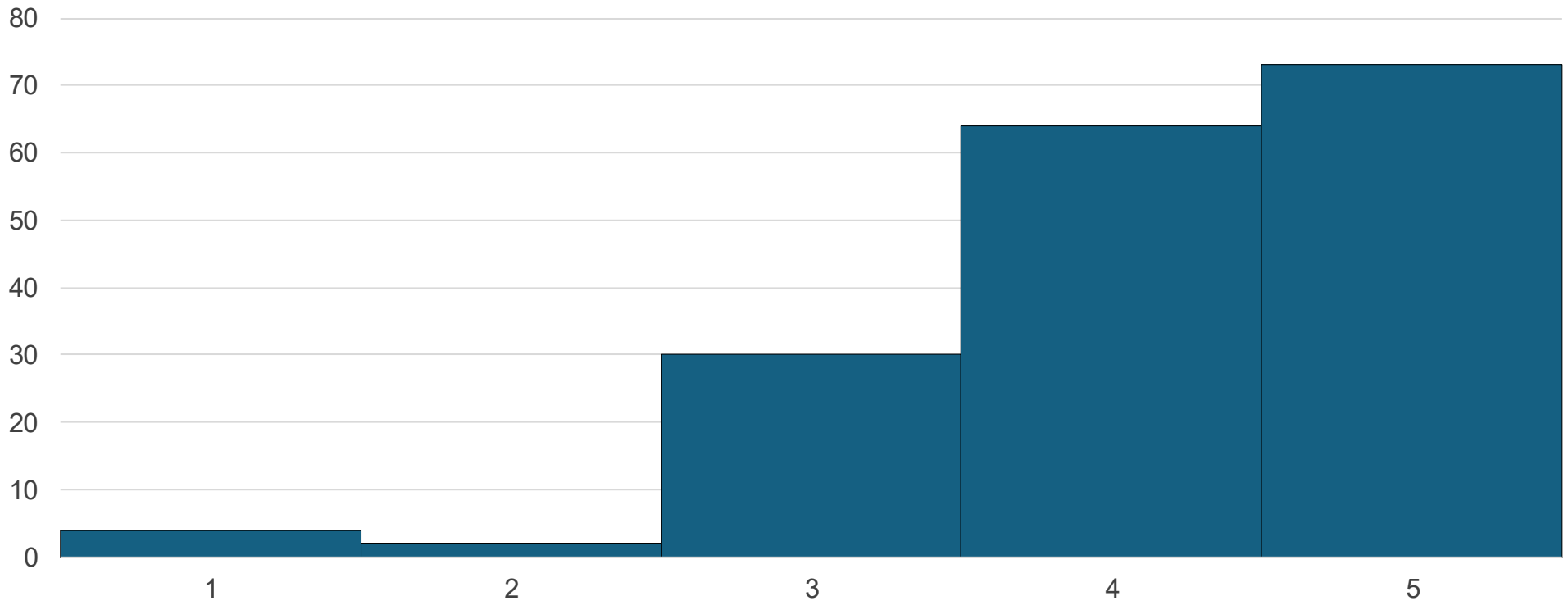
BAP
PROFESSIONAL NETWORK

Evaluation of BAP Online Learning Program*

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

N= 173

(2016-2024)



Mean = 4.16

BAP PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

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 in our course on BAP-MI, integrating BAP with Motivational Interviewing for patients with persistent unhealthy behaviors.

BAP
PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

Agenda: Practicum One

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

BAP PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

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?

BAP PROFESSIONAL NETWORK

Break-Out Groups

10 minutes

BAP
PROFESSIONAL NETWORK

Return to Full Workshop

BAP
PROFESSIONAL NETWORK

Your Reflections?

BAP
PROFESSIONAL NETWORK

Elements of the Spirit of MI*: “CAPE”

(Values/Attitudes/Mindset)

Ground the Skill Set of BAP

- **Compassion**
  (Holding patient’s well-being as primary.)
- **Acceptance**
  (Respecting the patient & their right to change or not.)
- **Partnership**
  (Demonstrating equality in action planning process.)
- **Empowerment**
  (Facilitating patient’s strength &resources & ideas.)

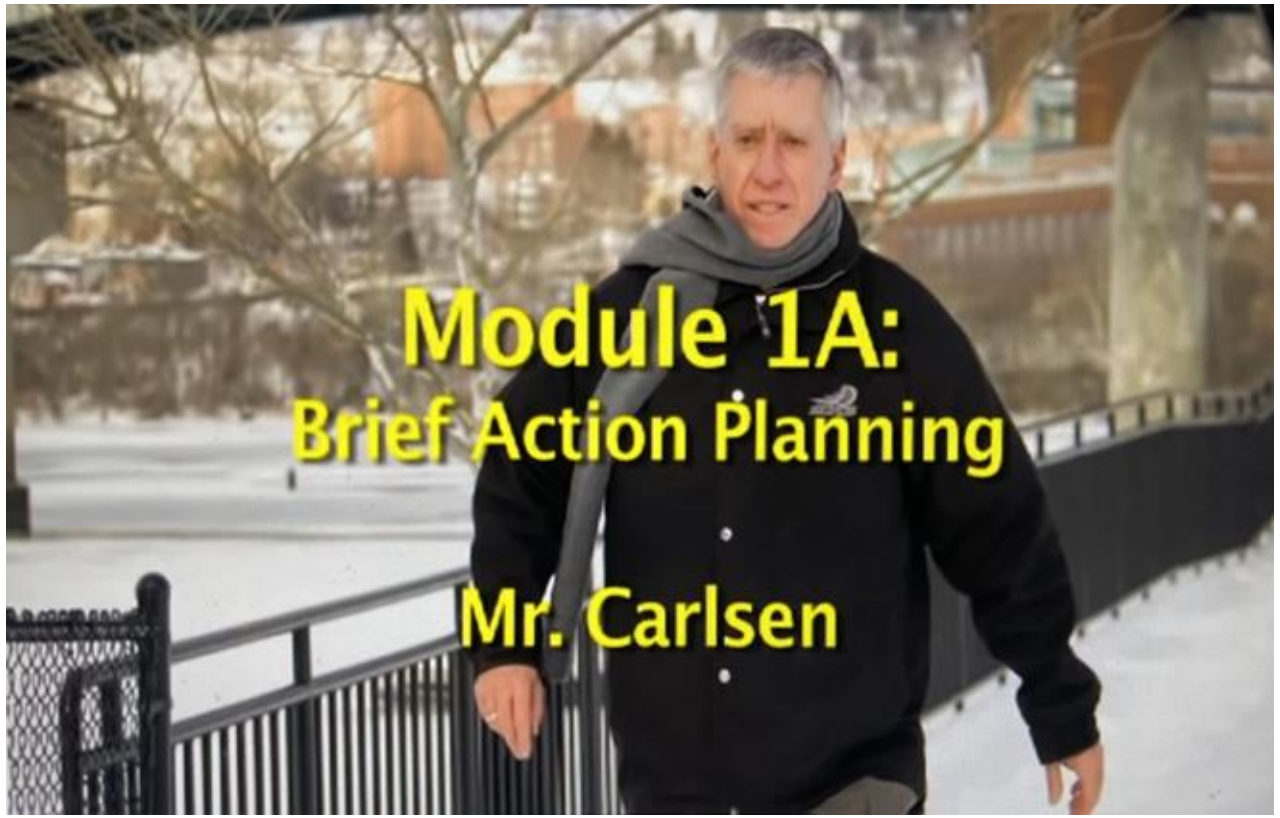
Autonomy Support & Curiosity & Humility

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

BAP PROFESSIONAL NETWORK

5 Foundational Skills: Demonstration

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



https://www.youtube.com/watch?v=lJbJCWDh3v4

BAP PROFESSIONAL NETWORK

Reflections: What & How?

Relevance to Rehabilitation Services

Feel Free to Add Notes in Chat

BAP PROFESSIONAL NETWORK

ELICIT GENERAL GOAL & DEVELOP SPECIFICS

Making the Plan

1. ELICIT PERSONAL GOALS

Ask

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

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?...)

BAP PROFESSIONAL NETWORK

REINFORCING THE 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?"

4. SCALE FOR 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?"

BAP PROFESSIONAL NETWORK

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. SCALE FOR 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?"

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

BAP PROFESSIONAL NETWORK

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 4th MI task of "Planning."

BAP PROFESSIONAL NETWORK

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

BAP
PROFESSIONAL NETWORK

Elements of the Spirit of MI*: "CAPE"

(Values/Attitudes/Mindset)

Ground the Skill Set of BAP

- **Compassion**
  (Holding patient's well-being as primary.)
- **Acceptance**
  (Respecting the patient & their right to change or not.)
- **Partnership**
  (Demonstrating equality in action planning process.)
- **Empowerment**
  (Facilitating patient's strength &resources & ideas.)

Autonomy Support & Curiosity & Humility

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

BAP PROFESSIONAL NETWORK

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?"

BAP PROFESSIONAL NETWORK

Making the Plan

BAP
PROFESSIONAL NETWORK

1. Context Specific Version of Question One

<u>Elicit Personal Goals</u>

Ask

"Is there anything you'd like to do in the next week or two, about your health, well-being, or……"

BAP PROFESSIONAL NETWORK

Making the Plan

Context Specific

BAP PROFESSIONAL NETWORK

Making the Plan

BAP PROFESSIONAL NETWORK

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?...)

BAP PROFESSIONAL NETWORK

Making the Plan

BAP
PROFESSIONAL NETWORK

Making the Plan

BAP
PROFESSIONAL NETWORK

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)

BAP PROFESSIONAL NETWORK

Making the Plan

1. ELICIT PERSONAL GOALS

Ask

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

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?...)

BAP PROFESSIONAL NETWORK

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. SCALE FOR 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?"

BAP PROFESSIONAL NETWORK

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?"

BAP PROFESSIONAL NETWORK

REINFORCING THE PLAN: Elicit a Commitment Statement

- After the plan has been formulated, the clinician elicits a "commitment statement" in the 1st person, e.g….
- *"I will…."*
- Strength of the commitment statement predicts relative success of the plan.

Cialdinini 2021, Aharonovich, 2008; Amrhein, 2003

BAP PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

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

SCALE FOR 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?"

BAP PROFESSIONAL NETWORK

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

BAP PROFESSIONAL NETWORK

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. SCALE FOR 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?"

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

BAP PROFESSIONAL NETWORK

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 after 10 minutes: Everyone has turn in each role

BAP
PROFESSIONAL NETWORK

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. **<u>Re-practice</u> the same sequence with suggestions**

BAP PROFESSIONAL NETWORK

DOWNLOAD

BAP FLOW CHART (2024 R)
THE FIVE FOUNDATIONAL SKILLS

https://bapprofessionalnetwork.org/wp-content/uploads/BAP-Flowchart_2024-R__5-Foundational-Skills.pdf

BAP
PROFESSIONAL NETWORK

Break-Out
(30 minutes)

BAP
PROFESSIONAL NETWORK

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. SCALE FOR 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?"

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

BAP PROFESSIONAL NETWORK

Return to Full Workshop

BAP
PROFESSIONAL NETWORK

Reflections: What & How?

Relevance to Rehabilitation Services

Feel Free to Add Notes in Chat

BAP PROFESSIONAL NETWORK

Pre-Work for Practicum Two

- Read Gutnick et al paper on BAP (2014)
  - ***Note: useful because it reviews evidence-base for each skill with clinical application – but organizes eight core competencies in a slightly different manner ("3 questions + 5 skills") than this course***
- 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:
  Practice & Experience BAP & Follow-Up with partner – 2 short meetings

- **Download BAP Flow Chart (3 pages) for Practicum 2**

BAP PROFESSIONAL NETWORK

Summary and Conclusion

Next Steps –

Consider Using BAP this week

Take Notes – Useful? Not Useful?

Discuss in Practicum Two?

BAP
PROFESSIONAL NETWORK

Email Us

questions/comments/feedback

SCole@bapprofessionalnetwork.org
PuthoffMichaelL@sau.edu

BAP
PROFESSIONAL NETWORK