

Table 3: Change Talk

Ask about change!

- Look back (Do you remember a time that..., what changed?)
- Look forward (What would you like to be different, how would your change look?)
- Are there disadvantages to doing nothing?
- Are there advantages for change?
- Suppose nothing changed. (What is the worst that could happen to you? What would happen to the country? What are your hopes?)

Planning

- What have you tried before? (How did it turn out, what were the obstacles, was the situation different then?)
- How would (your role model) have handled something like this?
- I can see you're feeling stuck. What needs to change first before you can move on? (deal with resistance)
- Give advice only when asked for it. (I think I would have said or done.... Would you consider doing _____ yourself?)

Adapted for Miller and Rollnick in Sakauye KM: The Tool Kit for Spreading Racism Like a Virus.