

Discussion Question 2

Affiliation

Date

Compare and contrast two change theories, and determine which theory makes the most sense for implementing your specific EBP project. Why? Has your mentor used either theory and to what result?

Westley and Lippit Watson came up with a seven-step theory which focuses more on the role and responsibility of the change agent instead of only looking at the evolution of the aspect of change itself (Noar, 2017). This information is continuously exchanged all through the process. In the first step, it entailed providing a diagnosis of the problem, coming up with an assessment of the capacity and motivation required to implement change and the resources necessary to do so. As part of the action, the steps also include the commitment from the change agents regarding ensuring the transformation of stamina and power. It is also essential to choose the progress change objectives (Noar, 2017). During this step, the change agents will be required to come up with the action plan; this will be developed according to the current situation of the organization or the issue at hand, for this, a strategy will also be established. Before the establishment of these theories, the purpose of the Prochaska and DiClemente model of change behavior also was able to show places where the patient was in their journey to change and ensuring various health behaviors (Mastrangelo, Prochaska, & Prochaska, 2008). All through the years, the Model has also been extended to incorporate other audiences in addition to the health of the patients only. The Model is critical as it defines a more general process of change, meaning that it is less specific. At this Prochaska and DiClemente also found that people will undergo several stages when there is an occurrence of change; this theory is thus essential in implementing Evidence-Based Practice because it discusses the implementation of change as

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being pre-contemplation, contemplation, preparation, action, and maintenance (Mastrangelo, Prochaska, & Prochaska, 2008). The progress made in the stages is going to be cyclical and not linear. This is because people usually relapse regarding their efforts towards change, and they may not be able to ensure their gains in the first time successfully.

Looking at the Seven-Step theory and the Model of change behavior, my mentor has used the Model of change behavior because in any case, the change agent is often a person that is supposed to bring about change. This entails being able to notice areas that change is lacking and establishing the fact that a problem exists in the running of the institution. The difference could be effected by a nurse leader, the staff nurse, and other personnel in the institution. My mentor has used this theory to diagnose the problem, which is the second stage that the change agent needs to look at all the current issues (Mastrangelo, Prochaska, & Prochaska, 2008). The agent will then come up with a name used to describe what the problem is. Through these steps, my mentor has been able to come up with a solution. The solutions also entailed coming up with alternatives in case the other solution does not; this is important to be discussed by other members of the team as they are also crucial in establishing the problems. Each proposed solution is also related to the existing problem as outlined for all to see.

References

Mastrangelo, P. M., Prochaska, J., & Prochaska, J. (2008). How people change: The

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