

# Training exercise referral instructors to support behaviour change

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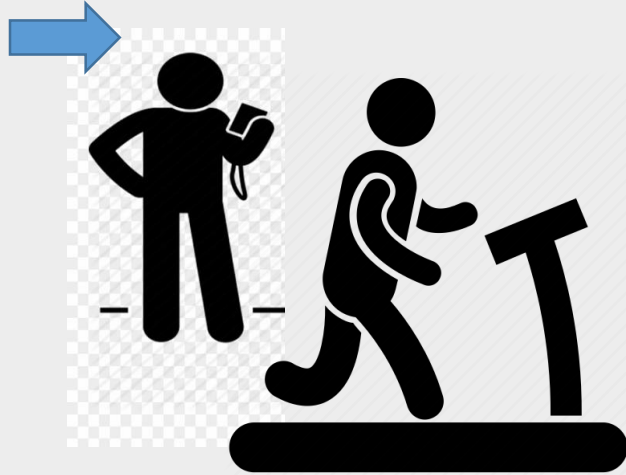
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# What we aimed to achieve

## Dominant model in exercise referral

*"I'm going to set you a plan"*

Expert instructor

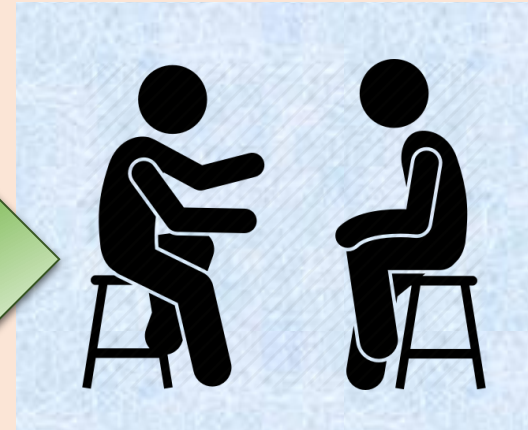


"Neutral" delivery style

58% see instructor at induction only

## Self-Determination Theory<sup>1</sup> approach

*"Let's set a plan together"*



Support autonomy,  
competence, relatedness

Build rapport  
Provide structure  
Come from patient's perspective

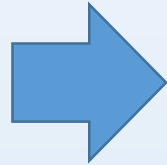
Motivated patient

Increased  
chance of long-  
term adherence

# How we went about it

## Pre pilot

- Baseline observations
- Full day workshop
- One-to-ones, observations and feedback (ongoing support)



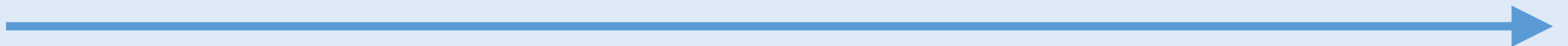
## Pre pragmatic trial

- Co-production meetings
- Iron out teething issues (e.g. staff continuity) and refresh key concepts (e.g. focus on broader PA, use of logs)
- Ongoing support throughout



- Co-production
- Reflection

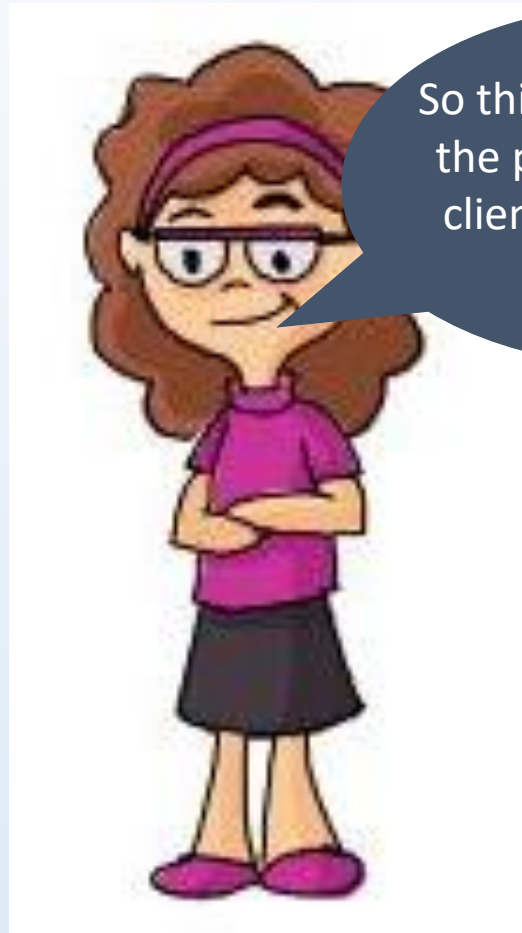
1-2 years



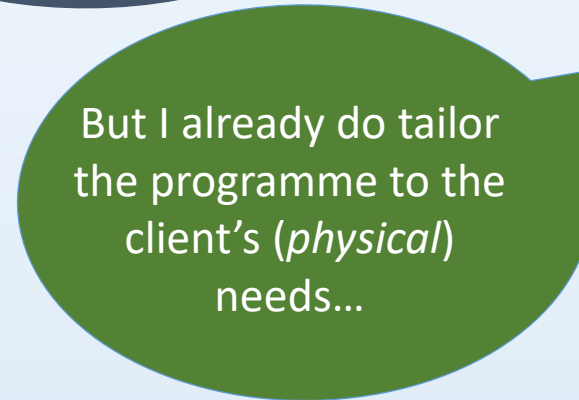
# What we learned along the way

*"We listen much more to what the person wants."*  
"Being open, it's just so easy not to be open, like, you kind of, you try to and then you're like 'oh no that's not open?' 'yeah'....but exercise, yeah or no?"  
*"[the old way] was you want to now it's like 'how do you feel about exercising?'. Next time they tell you everything"*  
"You want us to do it this way"  
"So we're going to be health trainers?"

- PA vs exercise
- "But they might say no!" [they don't want to look around the gym]



So this is about tailoring the programme to the client's (*psychosocial*) needs...



But I already do tailor the programme to the client's (*physical*) needs...

*"we know how an exercise can affect the conditions they've been referred with"*

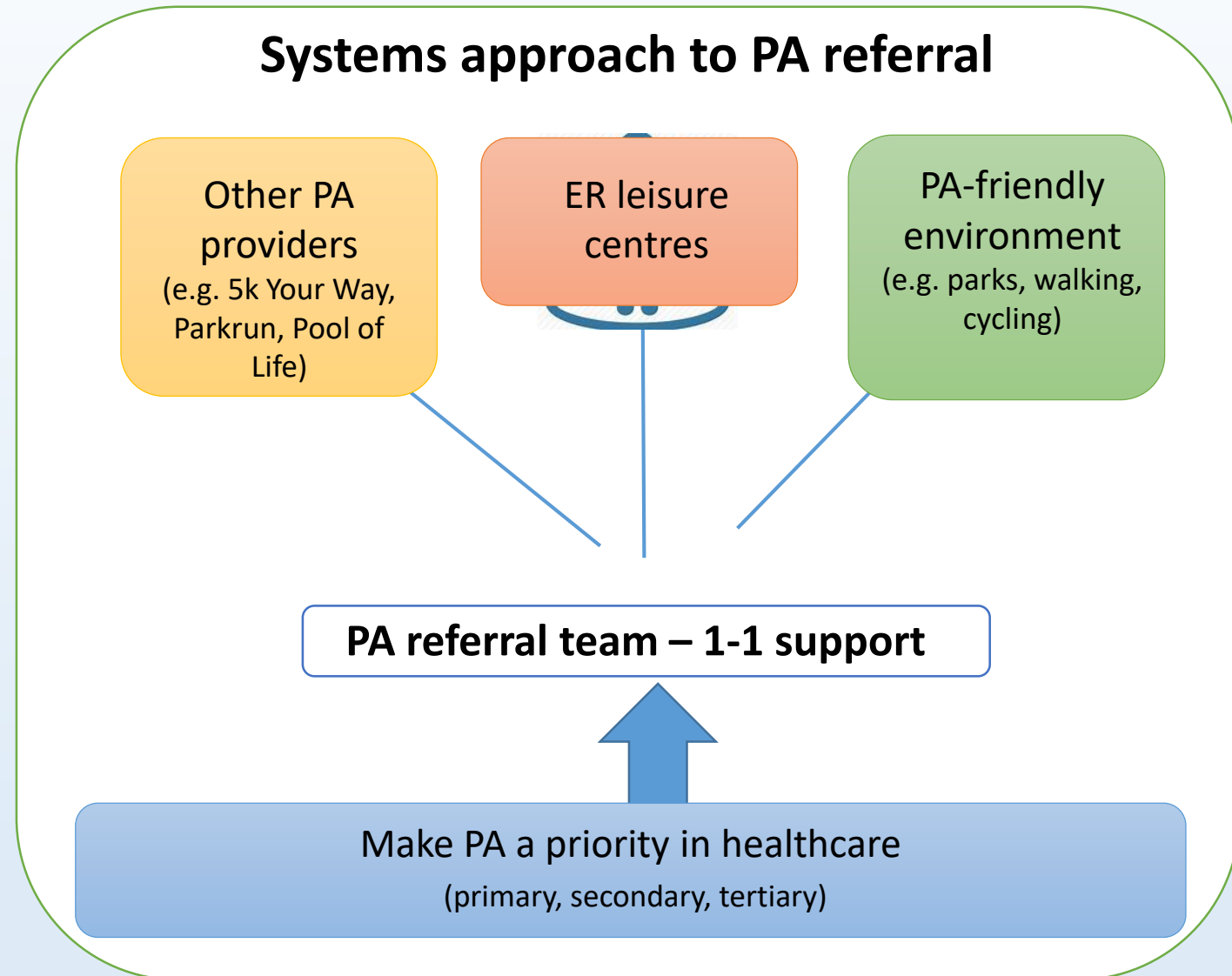
# What this means for practice

## Take home messages

- “Training” needs to be viewed as behaviour change in its own right
- “Buy in” crucial
  - Personal meaning
  - Ownership
  - Belief (“Experience is, for me, the highest authority”, Carl Rogers, 1961)

## Next steps (2020)

- Roll out behaviour change training to other Liverpool ER centres



# Thank you for listening

## Any questions?

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**In partnership with Liverpool City Council and Liverpool Clinical Commissioning Group**



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