

Design and Delivery of Developmental Interventions

This outline is a summary of *Developmental Interventions: Theories, Principles, and Practice* by David Drum and Alice Lawler (1988). Columbus, OH: Merrill Publishing Company.

Formats for Developmental Interventions

- Stand-alone interventions - pamphlets, workbooks, computer self-discovery programs, etc.
- Workshops - single topic, single session intervention
- Theme groups - multiple session intervention designed to resolve specific needs or conflicts

Intervention Strategies

- Preventive - prevent onset of a problem
- Developmental - facilitate normal development by adding new skills or providing helpful strategies
- Psychotherapeutic - to repair or reconstruct the self

Levels of Change

- Raising awareness
- Improving self-understanding
- Increasing response flexibility
- Working through the problem

Interaction Patterns

- Low interaction - stand alone interventions
- Leader-oriented or controlled interaction with minimal participant-to-participant interaction
- Maximum participant-to-participant interaction with the leader acting as a facilitator

Stages of Change In Developmental Interventions Leader Goals / Participant Tasks

- To involve and include / Engage or disengage
- To Inform and enlighten / Develop self-awareness
- To Inquire and build awareness / Build understanding
- To catalyze change and rebuilding / Adapt and grow
- To stabilize and transfer gains / Refine and apply new understanding
- To establish closure / Complete and terminate

Factors and Elements of Developmental Interventions

A. Environment - conducive to safe interpersonal exchanges, self-exploration, and hopefulness

- Building trust and acceptance
- Clarifying participant roles
- Providing encouragement

B. People - management of interpersonal processes

- Self-disclosing
- Giving and receiving feedback
- Handling resistance
- Managing problem participants

C. Problem - intrapersonal aspects of confronting an issue

- Providing Information
- Assessing the problem
- Directing intrapersonal discovery
- Establishing dominion over one's life
- Working through the Issues
- Stabilizing gains and terminating

D. Procedure - structure the procedure into a comprehensive plan for change

- Developing facilitative activities
- Sequencing the intervention
- Pacing change
- Focusing attention
- Processing meaning

Planning and Designing a Workshop

A. Initial Planning

- Specifying objectives
- Depth of change
- Intended audience
- When to intervene

B. Establishing Basic Change Assumptions - Developmental assumptions drawn from theory

C. Participant Interaction Patterns - Listening, disclosing, interacting, and receiving feedback, etc.

D. Establishing a Therapeutic Milieu = Environment Factor

E. Management of Interpersonal Dynamics = People Factor

F. Attacking and Working Through the Problem = Problem Factor

G. Structuring Procedural Elements = Procedure Element