Design and Delivery of Developmental Interventions


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

Planning and Designing a Workshop

A. Initial Planning
   o Specifying objectives
   o Depth of change
   o Intended audience
   o 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