

Three-Step Counseling Strategy

Learning Guide for Ongoing Professional Development

Note to Learner: Early Impact Virginia encourages you to complete the training and activities with the support of your supervisor. The notes below will guide you in preparing to take the training, following up with your supervisor after the training, supporting transfer of learning into daily practice, and extending learning through individual supervision.

Ongoing: View the Professional Development Program and each EIV training module as an investment in skills and knowledge to help improve home visitor effectiveness.

Before the training:

- Learner and supervisor review course objectives and home visitor competencies
 - Learner sets personal learning goals
 - Learner completes pre-training activities, as required
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During the training, the learner:

- Completes activities
 - Reflects on own response
 - Identifies questions and concerns
 - Prints Reflective Responses to share with supervisor
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 - Completes post-training evaluation
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After the training:

- Learner:
 - Completes pre- and post-training activities, as required, and shares them with supervisor
 - Develops an action plan for applying skills and knowledge in daily practice
 - Meets with supervisor to:
 - Review pre- and post-training activities
 - Discuss reflections, questions, and concerns
 - Review action plan for applying skills and knowledge in daily practice
 - Assess personal learning goals, transfer of learning, and action plan over time
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Training Description:

This 30-minute online module, adapted from the WIC Breastfeeding Peer Counselor module developed by the USDA Special Project Grant, teaches home visitors about an effective strategy for helping a client move towards healthy changes in her life. The Three-Step Counseling Strategy uses open-ended questions, affirmations, and education to learn about a client's goals for healthy changes, their readiness to make changes and to determine the information and education that would be most helpful to the client.

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Virginia Home Visitor Competencies Addressed:

- 4.1.b. Educates families on safe sleeping practices for infants and toddlers.
- 4.4.a. Understands and communicates the importance of a healthy diet, nutrition, and physical activity for the health and well-being of children and adults.
- 4.5.a. Understands prenatal development and potential threats to the mother’s and baby’s health during the prenatal period, and provides education to expectant parents to promote maternal and child health during pregnancy.
- 4.6.a. Understands and communicates basic health promotion and disease prevention information about the following: family planning and child spacing, home safety and injury prevention, and breastfeeding.
- 4.8.a. Understands and communicates basic health promotion and disease prevention information about the following: breastfeeding, basic infant nutrition, and introduction of solid food.
- 5.1. Understands various delivery approaches and theories related to parent education.

Before the Training

Rate Your Knowledge (Scale of 0 to 5, 0 = no knowledge, 5 = significant knowledge)

Learning Objective	Before the Training	After the Training
Identify three steps in the counseling process.		
Demonstrate skills in using each step.		
Demonstrate skills in using three-step counseling to determine a client’s readiness to make changes.		
Identify appropriate times to make referrals or talk to a supervisor.		

My personal learning goals for this training are:

1. _____
2. _____
3. _____

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After the Training

Reflections on what I learned:

Questions and concerns I identified:

Action Plan: (Each learner’s plan will be unique. To get you started, some ideas are listed below.)

As a result of this training, I will...

- Make connections with clients before asking them to make changes.
- Use open-ended questions with every client.
- Practice using affirmations – with my family, my friends, and my clients.
- Prepare my strategy for educating my client before the visit takes place.
- Practice assessing clients’ readiness to make changes.
- Make a list of situations that would require referrals and/or help from my supervisor.

My Action Plan

Action	Target Date	Date Completed