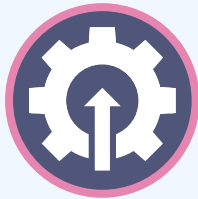


MAP of Health Behaviour Change Learning Programme

Information for Practitioners, Managers and Commissioners



Who is this guide for?



This guide is for managers and commissioners for health, social care and third sector organisations who are considering and keen to support the training needs of their staff.



It is also for practitioners working in health, social care and third sector organisations who are looking for training opportunities.

Why should practitioners attend behaviour change training?



Most of us value our health highly yet act in ways that undermine it. If we ate and drank less, didn't smoke, and were physically more active, 40% of cancers and 75% of diabetes and cardiovascular disease would be avoided.¹

Supporting behaviour change at individual and population levels is a key competency for health and social care professionals and is recommended across Scottish Government policies.²⁻⁸

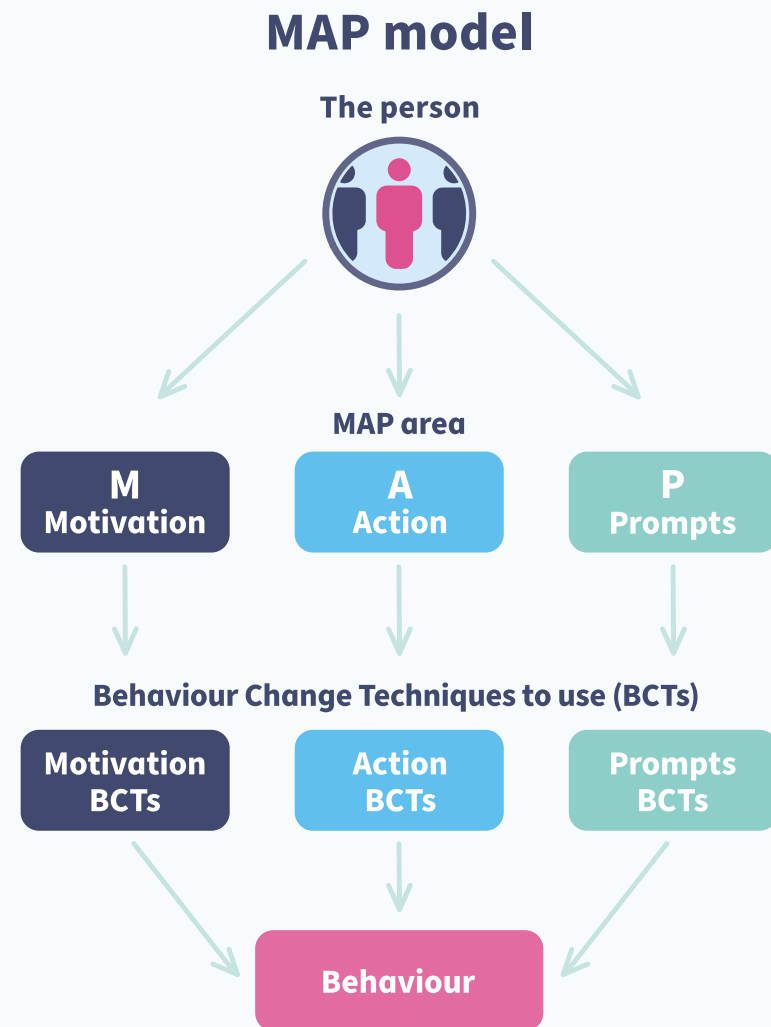
Practitioners need the skills, knowledge, and confidence to have complex conversations about making changes and to use the right tools at the right time to have the maximum impact.

What is the MAP of Behaviour Change Learning Programme?

The MAP programme aims to support any practitioner to enhance their knowledge, skills and confidence in supporting others to change their behaviour and enhance their health and wellbeing.

It was developed using the Scottish Government's Health Behaviour Change Competency Framework⁹ and takes a health psychology approach to developing key components for behaviour change: **M**otivation, **A**ction, **P**rompts and cues.

Incorporating the most up-to-date evidence-based behaviour change techniques (BCTs), MAP supports practitioners to effectively structure their behaviour change conversations when an opportunity is identified. The training includes specific skills and techniques which empower people to initiate and maintain behaviour changes. The model supports practitioners to decide which techniques to use and when to use them, ensuring the approach is person-centred and tailored to the person's needs.



- STEP 1:** Gather information for each of the 3 MAP areas
- STEP 2:** Decide the MAP area person needs most help with
- STEP 3:** Use the specific BCTs for the area

Who is the MAP Learning Programme for?

We welcome engagement with training commissioners and service managers to discuss which practitioners may benefit from MAP training.

The e-learning module is designed to be widely accessible to all practitioners across Health, Social Care and Third Sector Organisations with no restrictions on access.

Intended learning outcomes:

- + Describe the MAP model and approach to supporting behaviour change.
- + Know how to use the MAP model to structure behaviour change conversations.

The skills based workshops are designed for staff who have completed the e-learning module and are working in a role where there may be an opportunity to support people to make behaviour changes.

Intended learning outcomes:

- + Understand the importance of communication skills and person-centred values when supporting behaviour change.
- + Tailor behaviour change conversations to the person's needs using the MAP model.
- + Use the MAP behaviour change techniques (BCTs) as described in the MAP model.
- + Use the MAP model to support implementation of the approach into your own practice.

Which MAP Learning Programme is right for me?

CORE: MAP of Health Behaviour Change Learning Programme

The original and generic programme, open to all health, social care and third sector practitioners in Scotland. The learning from this programme is relevant for most health behaviours changes which would enhance health and wellbeing in adults.

Specialist programmes

This is training based on the CORE: MAP programme that is specifically tailored to be relevant for practitioners working in a specific field

- + **Healthy Beginnings:** MAP for practitioners who work in early years services.
- + **Physical Activity:** MAP for practitioners who support adults to become more active.
- + **Oral Health:** MAP for practitioners working in dental and oral health services.



How is the MAP Programme delivered?



E-learning module

Interactive stand alone scenario based e-learning package, introducing the key concepts of the MAP model and the associated BCTs.

Completion time is approximately 45 minutes.



Pre-workshop learning

Pre-learning videos and reflective exercises undertaken before each skills-based session.

Completion time approximately 1–2 hours.



Skills-based workshops

Experiential skills training delivered virtually (via MS Teams) or face-to-face.

Completion time approximately 7–8 hours.

Typically completed over two, 3.5 hour virtual sessions, but this can be adapted on request.



Coaching

Skills development and implementation support, allowing services and practitioners to consider how behaviour change and MAP skills are embedded and maintained in practice.

NES Coaching Groups held twice a year.

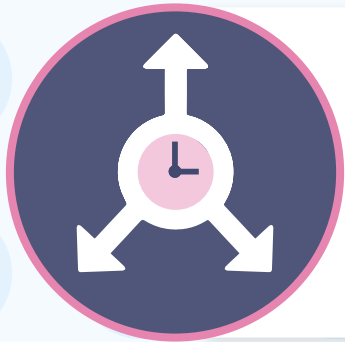
The NES MAP Team can support the set up of local MAP skills coaching groups.



Intervention resources

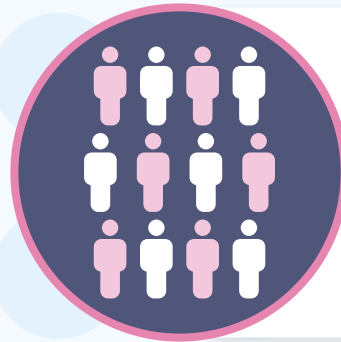
Worksheets, videos, phrase sheets and prompts are provided to support practitioners to use the skills in their daily practice.

What do I need to know about MAP Skills-Based Workshops?



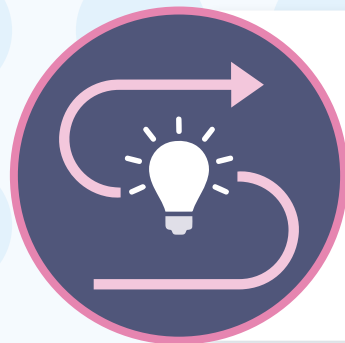
Flexible delivery format

The number of sessions over which the training is delivered can be altered to meet the different needs and working patterns of the practitioners being trained (approximately 7–8 hours in total).



Training capacity

In both virtual and in-person learning environments, a maximum of 12 people can be trained by two co-facilitators.



Adapted to context

Training can be generic or following engagement with service managers or training commissioners, tailored to work settings.



Evaluation

Evaluation is embedded in the training delivery process. Data is collated by NES. Each service may access their results upon request.

How has MAP been implemented?

The MAP programme has been referenced in various service delivery standards including:

- + Standards for the delivery of Tier 2 and Tier 3 weight management services for adults in Scotland.¹⁰
- + Standards for the delivery of Tier 2 and Tier 3 weight management services for children and young people in Scotland.¹⁰
- + A Healthier Future: Framework for the Prevention, Early Detection and Early Intervention of type 2 Diabetes.¹¹
- + Physical Activity Referral Standards.¹²



Examples of practitioners who have been trained in MAP:

MAP training can support practitioners working across different sectors and services, at different levels. Ideally a 'systems' or 'whole team' approach is taken to encourage a shared understanding of the MAP approach, with all staff working within the MAP ethos. Examples of how MAP training has been delivered include:

- + Practitioners who are based across a wide area but deliver the same programme or intervention e.g., Live Active, Weigh to Go, Quit Your Way.
- + Practitioners who work within a multi-disciplinary team e.g., drug and alcohol recovery services, weight management services, mental health services.
- + Practitioners from a variety of settings e.g., third sector partner organisations, social work, health screening, early years, department of work and pensions, primary and secondary care services.
- + As a mandatory component of a broader training programme e.g., embedded within NHS Education for Scotland's Childsmile Training Programme.

What do MAP programme attendees think about the training?^{13 & 14}



Satisfaction with the training was high, with 94% of learners either strongly agreeing or agreeing that:

- + The workshop was led effectively.
- + They felt supported during the workshop.

The following aspects of the workshops were found to be particularly helpful to learners:

- + Being able to practice MAP.
- + Informative and helpful materials.
- + Engaging trainers.
- + Discussing with others.



Practitioners who used MAP following the training described the positive impact it had had on their practice, including improving person-centred communication skills, and simplifying and enhancing the quality of their health behaviour change interactions.



After the workshop, Practitioners felt confident in their ability to use MAP in practice. Compared to how they rated themselves before the training, practitioners' knowledge and confidence in using MAP and the associated behaviour change techniques all showed a significant improvement.¹⁴



All of the content covered during the course is relevant to my role and provides a really helpful structure to support people towards changes they'd like to make.



I enjoyed the training. It was good to know all the behaviour change approaches and techniques, the way this can be used in practice. I am definitely going to use this in my role when working around various health behaviours like around tobacco, alcohol, healthy eating, mental health and others.



There is always room to learn and improve. Every day is an opportunity to learn and improve. I am confident that I have taken much from the MAP training sessions and will use aspects of it in my daily practice.



I have unconsciously used these techniques in my role but I believe the MAP processes allow me to undertake these in a clear, structured way which will be more beneficial to the families I am working with and in turn, will have more positive outcomes.



These changes are often applicable in my current role and I feel confident using them where suitable. Often, a reluctance to change behaviour is the cause of continuing mental distress and I am looking forward to applying what I have learned to supporting my clients make longer term change in their lives.

Who delivers the MAP Skills-Based Workshops?

NHS Education for Scotland

The **NHS Education for Scotland MAP Team** delivers four CORE and four Healthy Beginnings workshops per year for health, social care and third sector staff. The NES MAP team also aim to deliver at least two Training for Trainers (T4T) sessions, two Coaching session, and two MAP Trainer Network Events per year.

Local MAP Trainers

The NES MAP Team train, co-facilitate, observe, and coach local trainers to ensure they have the skills and confidence to deliver the MAP content while maintaining flexibility and adding their own training style.

This T4T model enables the MAP programme to be successfully rolled out within services and teams across the NHS health boards, local authorities and third sector organisations. The box opposite outlines training and experience practitioners are required to have if they wish to become a MAP Trainer.

- 
- + **Complete** the full MAP programme as a learner.
 - E-learning module, pre-learning and skills-based workshop completion time approximately 9.5 to 10.5 hours.
 - Have had the opportunity to apply the learning from the full MAP Programme in practice.
 - + Have **experience** of delivering adult learning or training.
 - + **Undertake** the MAP T4T programme.
 - Pre-learning, plus workshop completion time approximately 4 hours.
 - + **Co-facilitate** MAP training sessions alongside the NES MAP Team to build confidence with the programme content.
 - + **Deliver** a training session within **6 months to 1 year** of attending the T4T session with feedback and coaching provided by the NES MAP Team.
 - + **Yearly training session** – feedback and coaching provided by NES MAP Team.

What support is there for Local MAP Trainers?

We couldn't deliver the MAP Programme without the support and commitment of our dedicated Local MAP Trainers. In return, we provide:

- + A full package of course materials and associated facilitation guidance resources for MAP Trainers.
- + Ongoing support and contact with the MAP Team at NHS Education for Scotland.
- + Access to training materials, skills coaching sessions, training update sessions, newsletters and support to set up local coaching sessions via the NES MAP Trainer Network.



What Knowledge and Skills Framework (KSF) dimensions does MAP cover?

The table below outlines the minimum levels of KSF dimensions that learners can achieve by completing the MAP Learning Programme.

KSF Dimension		Skills Training Workshop	
		MAP Learning Programmes	T4T only
Core 1	Communication	Level 4	Level 4
Core 2	Personal and people development	Level 3	Level 4
Core 4	Service improvement	Level 1	Level 2
Core 5	Quality	Level 2	Level 2
Core 6	Equality and diversity	Level 2	Level 2
HWB1	Promotion of health and wellbeing and prevention of adverse effects on health and wellbeing	Level 2	Level 2
HWB2	Assessment and care planning to meet health and wellbeing needs	Level 2	Level 2
HWB4	Enablement to address health and wellbeing needs	Level 3	Level 3
HWB6	Assessment and treatment planning	Level 2	Level 2
HWB7	Intervention and treatments	Level 1	Level 1
IK2	Intervention collection and analysis	Level 1	Level 1
G1	Learning and development	N/A	Level 2

Further information can be provided upon request for which learning outcomes of the MAP Learning Programmes relate to each KSF dimension.

What next?

If you or practitioners within your team would like to attend MAP training or have any questions about the MAP programmes, please contact the MAP Team at NES:



psychology@nes.scot.nhs.uk



nes.scot.nhs.uk/our-work/behaviour-change-for-health



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MAP of Health Behaviour Change Learning Programme Information for Practitioners, Managers and Commissioners

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk**.



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