

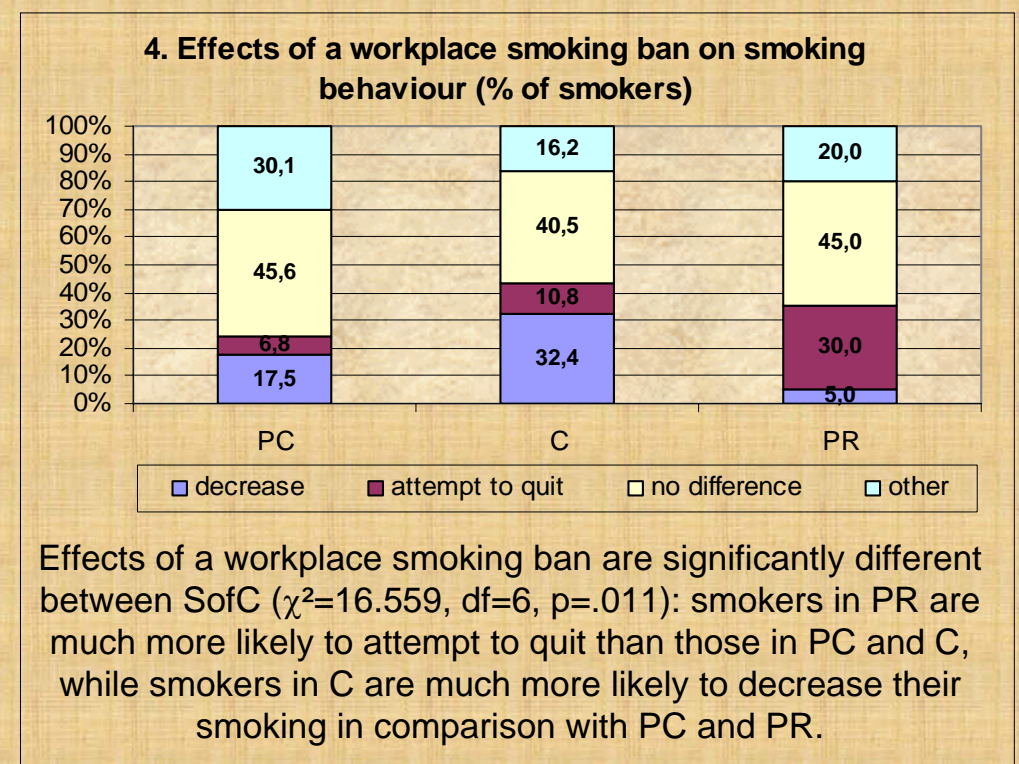
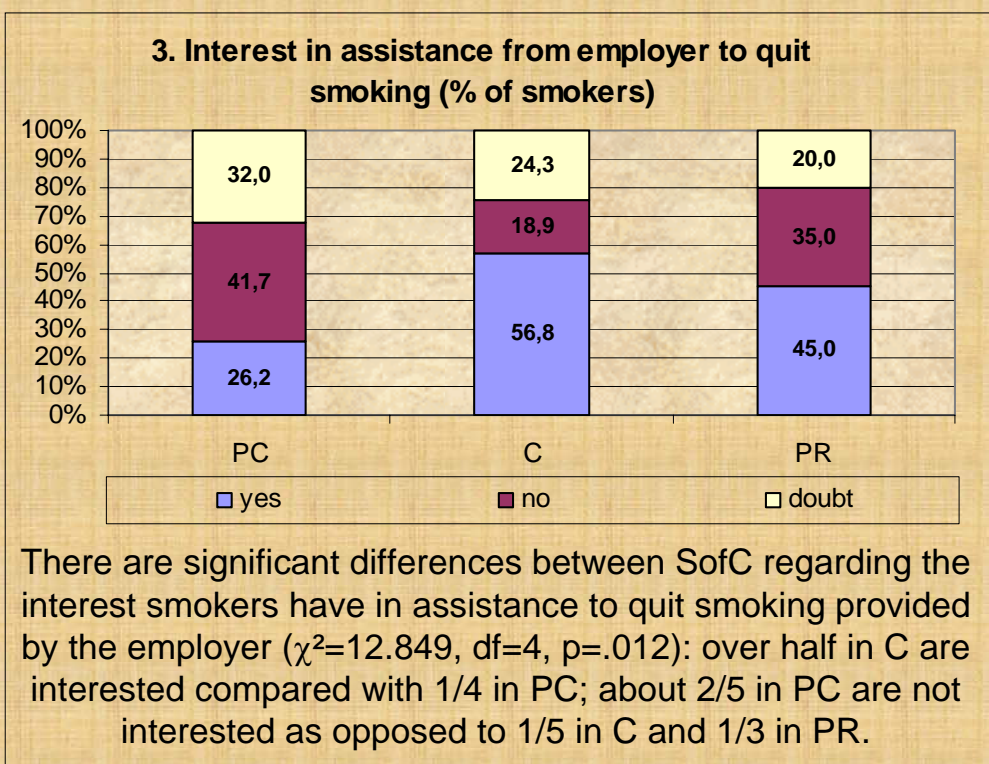
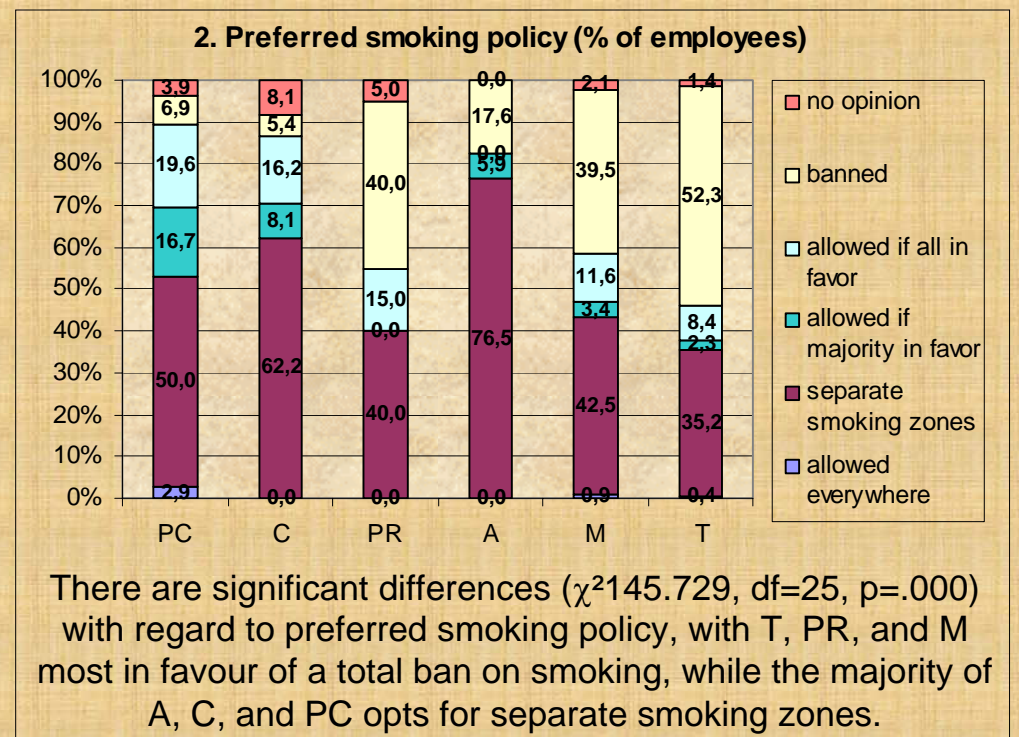
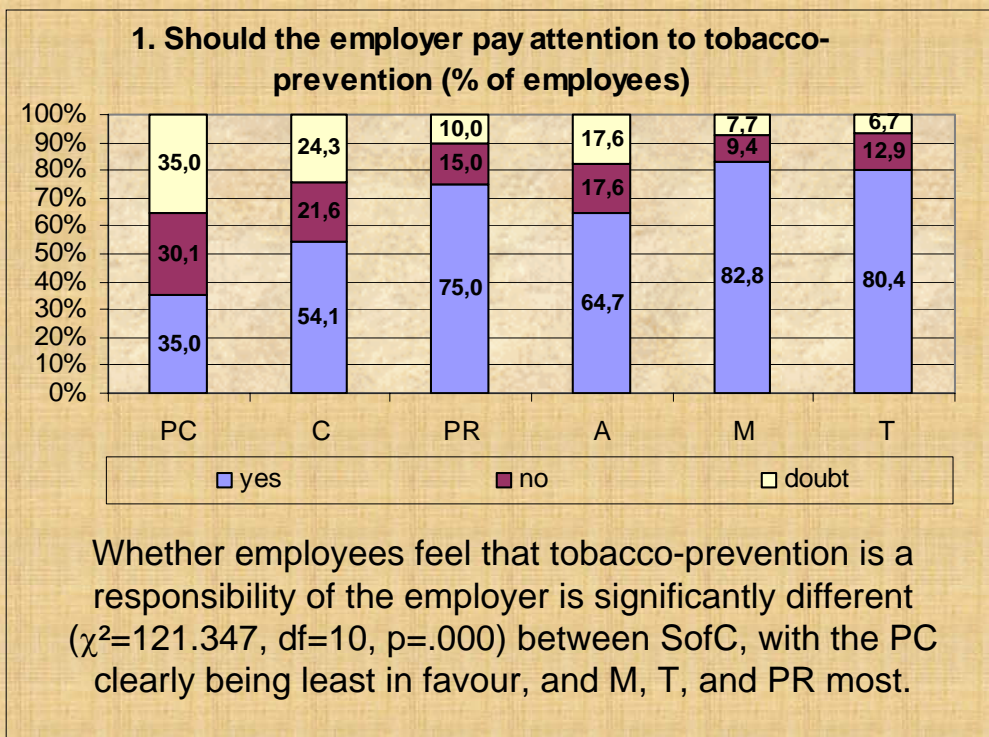
## Introduction & Aims

The TTM is widely accepted as a measure of personal commitment to change & a predictor of behavioural change. Much less is known about its relationships with forced behavioural change, e.g. workplace smoking bans.  
 → The aim of this study was to identify relationships between personal stage of change (SofC) and attitudes towards the creation and installation of a tobacco policy at the workplace.

## Methods

- Subjects:**
- all staff members of the Limburgs Universitair Centrum (N=650)
  - all staff members of the central administrative services of the provincial government of Limburg (N=823)
  - data collected from 739 non-smokers & 160 smokers (n=899 = response rate 61.0%)
  - Precontemplation (PC)= 103      Contemplation (C)= 37      Preparation (P)= 20
  - Action (A)= 17                      Maintenance (M)= 233      Termination (T)= 489
- Instrument:** questionnaire on the internet, developed in collaboration with local government officials
- Procedure:** all subjects were contacted via their employee's e-mail and asked to fill out the questionnaire online

## Results



## Conclusion

Stages of change regarding the personal progress towards new behaviour have an identifiable impact on the attitudes towards the 'threat' of externally enforced change. Further research is needed to identify how implementation protocols could be adapted and diversified to ensure a maximum support among people at all stages. It can be observed that PR is more alike to M & T, while A seems to have more in common with PC & C. This should be explored further.