Appendix. Comparing the Theories of Change in Relation to the Four-Cycle Community-Based Participatory Action Research Project.

Four-cycle Community-Based Participatory Action Research (CBPR)	Kotter's organizational Change Theory	Lewin's Three-Step Change Theory	Lippitt's Phases of Change Theory	Social cognitive Theory	Theory of Reasoned Action and Behavioral Change	Prochaska and DiClemente's Action and Planned Behavior	Integration Critical Social Theory for Change in CBPR
Cycle 1: Context and needs assessment; document analysis; meet the players	Increase urgency	Unfreeze	Diagnosis of problem & Assessment of motivation and capacity for change	Reciprocal determination	Attitude	Pre-contemplation Contemplation	Recognizing issues of domination, oppression, power relations, political actions and structures through reflective dialogue (Browne, 2000; Sumner & Danielson, 2007).
Build a team of stakeholders	Building a guiding coalition		Choose an appropriate role for change agent				
Cycle 2: Further assessment and sharing of information to support development of priorities, decision making to reconceptualize preceptorship	Building a guiding coalition	Unfreeze	Assessing the resources and motivation of change	-------	Positive attitude towards change Behavioral intention	Pre-contemplation Contemplation	Mutual dialogue and social actions towards freedom from sociopolitical forces or conscious constraints from the community. (Browne, 2000; Ekstrom, 2002; Sumner & Danielson, 2007).
Cycle 3: Create a	Develop the vision	Unfreeze	Selection of progressive	Expectations	Positive attitude	Preparation	Develop collective identity through mutual

vision			objectives		towards change		dialogue and negotiations towards social change (Browne, 2000; Sumner & Danielson, 2007).
Cycle 4: Validate the vision	Communicate the vision for buy-in	Unfreeze	-Selection of progressive objectives -Choose an appropriate role for change agent	Expectations	-Positive attitude towards change -Social and subjective norms	Preparation	Develop collective identity through mutual dialogue and negotiations towards social change (Browne, 2000; Sumner & Danielson, 2007).
Implementation of the vision	Empower action	Change/ movement	Maintain the Change	Behavior capability	Behavioral intention	Maintenance	Alterations or modification of attitudes, behaviors and structures to change or improve systems (de la Sablonnière, 2017; Sumner & Danielson, 2007).
	Create short term team wins	Change /Movement	Maintain the Change	Observational learning	Perceived power	Maintenance	Alterations or modification of attitudes, behaviors and structures to change or improve systems (de la

							Sablonnière, 2017; Sumner & Danielson, 2007).
	Don't let up	Refreeze	Maintain the change	Reinforcement Self-efficacy	Perceived behavioral control	Maintenance	Alterations or modification of attitudes, behaviors and structures to change or improve systems (de la Sablonnière, 2017; Sumner & Danielson, 2007).
	Make change stick	Refreeze	Termination of helping relationship	Self-efficacy	Perceived behavioral control.	Maintenance	Alterations or modification of attitudes, behaviors and structures to change or improve systems (de la Sablonnière, 2017; Sumner & Danielson, 2007).