




Motivational Interviewing for Non- Clinicians

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3 Essential Elements in any definition

1. MI is a particular kind of conversation about change
2. MI is collaborative
3. MI is evocative (seeks to call forward person's own motivation and commitment)



Definitions

- ▶ Layperson: MI is a collaborative conversation style for strengthening a person's own motivation and commitment to change.
- ▶ Technical: Motivational interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.

-Miller & Rollnick, 2013



Math Applied

- ▶ Knowledge = Change
- ▶ Knowledge x Motivation = Change
- ▶ $\frac{\text{Knowledge} \times \text{Motivation}}{\text{Resistance}} = \text{Change}$



Foundation Blocks

- ▶ The Righting Reflex: The desire to fix what's wrong with people, and set them on a better path (relies on directing).
- ▶ Ambivalence: Simultaneously wanting and not wanting change. Or wanting two incongruous things.
 - ▶ Evidenced by (often in the same sentence):
 - ▶ Change Talk: Self-motivational statements.
 - ▶ Sustain Talk: Arguments to maintain the status quo.





A Continuum of Styles

Directing ← → Guiding ← → Following

Direct	Guide	Follow
Command	Elicit	Be with
Order	Inspire	Observe
Prescribe	Kindle	Listen
Steer	Support	Value
Take charge	Offer	Comprehend



Activity #1

▶ Let's give some advice!





Activity #2

- ▶ Give no advice at all, but ask these questions:
 - ▶ Why would you want to change?
 - ▶ How might you go about it order to succeed?
 - ▶ What are the three best reasons for you to do it?
 - ▶ How important is it for you o make this change, and why?
- ▶ Provide Summary:
 - ▶ Then ask: So what do you think you'll do?




What is MI Effective for?

- ▶ Substance Use
 - ▶ Alcohol Related Problems
 - ▶ Marijuana Dependence
 - ▶ Tobacco Use
 - ▶ Reducing Risky Behaviors
 - ▶ Unprotected Sex
 - ▶ Sharing Needles
 - ▶ Gambling
 - ▶ Increasing Healthy Behaviors
 - ▶ Healthy eating practices
 - ▶ Increased exercise
 - ▶ Parenting Practices
 - ▶ Engaging Clients in Treatment
- 




Major Goals of MI

- The goal of MI is to **create** and **amplify discrepancy** between present behavior and broader goals.
- Practitioners work to create cognitive dissonance between:
Where one is now  Where one wants to be
- Help person focus on his/her situation in a nonjudgmental way



Key Concepts

- ▶ Motivation is....
 - ▶ Not a quality that a person possesses
 - ▶ Fluctuates and fluctuations in motivation are often overlooked by others
 - ▶ Is the result of a dynamic process between people
 - ▶ Is influenced by external and interpersonal factors
 - ▶ Is influenced by expectations from key others

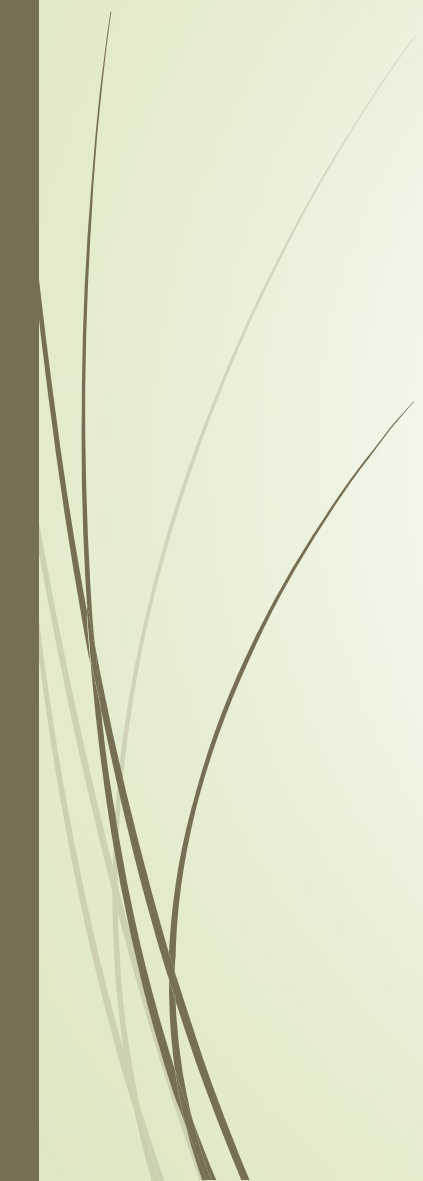



Motivational Interviewing is NOT

- Nondirective
- Is not a technique or gimmick
- Is not a panacea (often works best when blended with other Evidence Based approaches,
- Is not a way of manipulating people into doing what you want



Key Concepts: Change Talk

- ▶ Statements by the client revealing consideration of motivation for or commitment to change. Is readiness “language”
 - ▶ Can be elicited by the therapist
 - ▶ Will decrease ambivalence and move client into the preparation or action stage of change
 - ▶ The more someone talks about change the more they are likely to change
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MI Pyramid



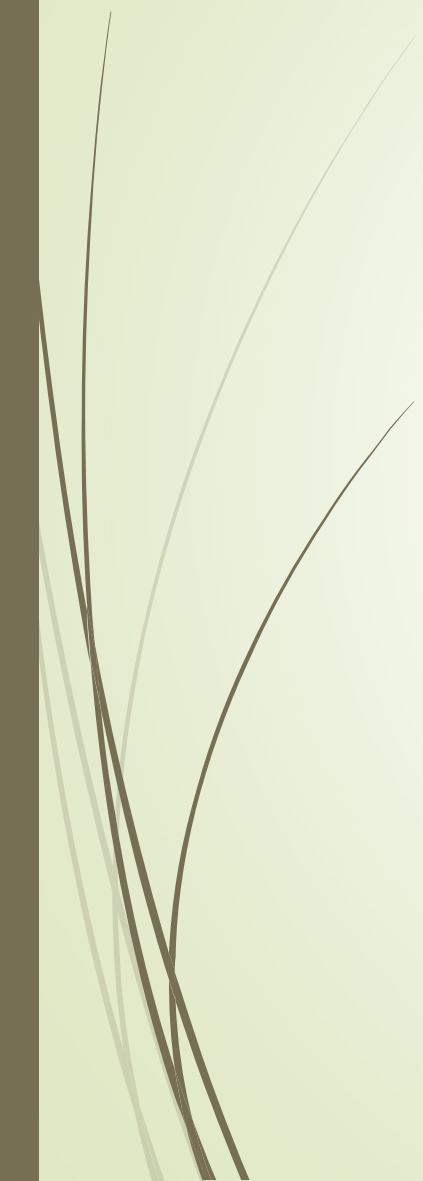


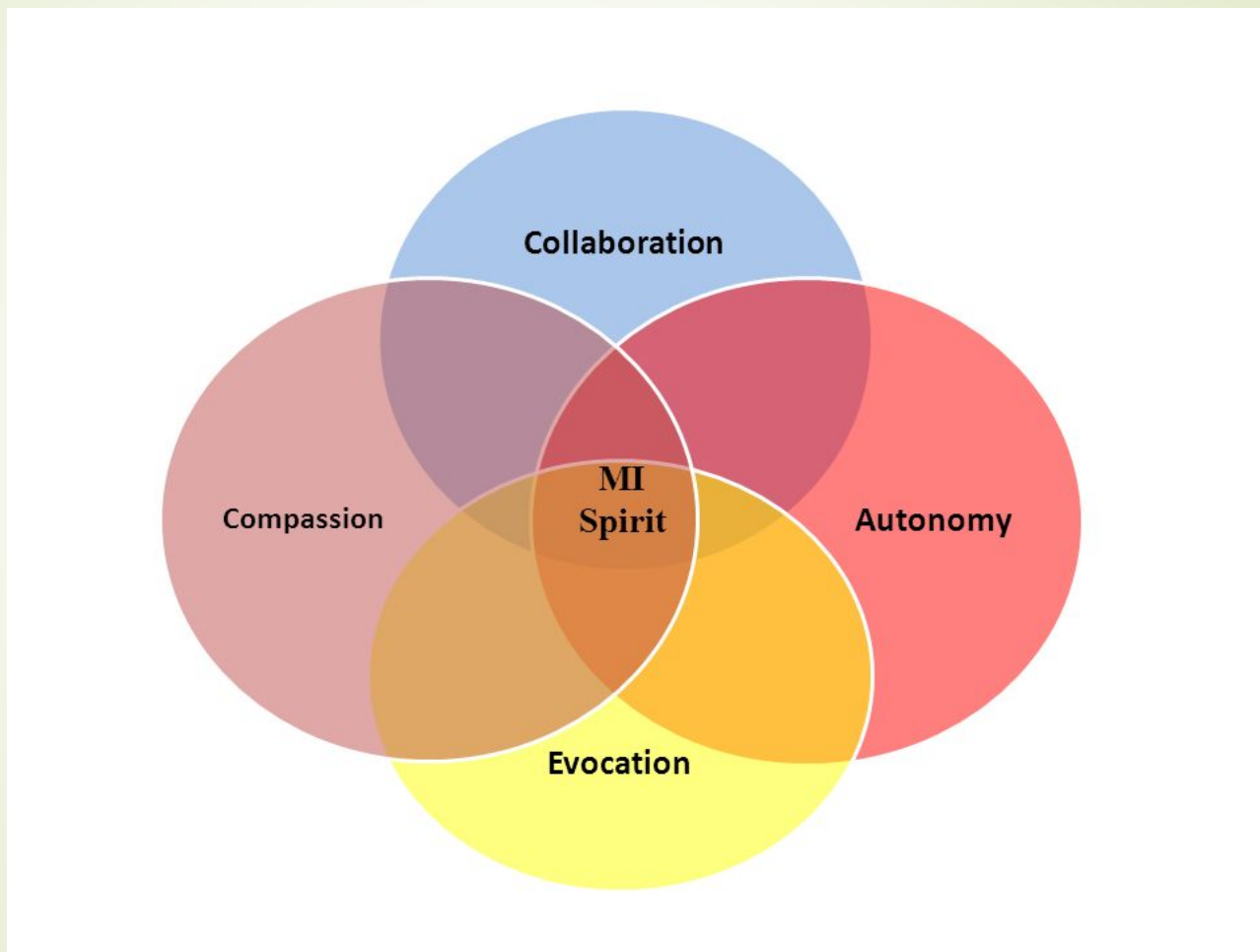
MI Spirit

- ▶ **“There is nothing in a caterpillar that tells you it's going to be a butterfly.”**
 - ▶ Buckminster Fuller



MI "SPIRIT"

- Autonomy
 - Collaboration
 - Evocation
 - Compassion
- 





MI Spirit



- Providing low-key feedback
- Rolling with resistance (e.g., avoiding arguments, shifting focus)
- Using a supportive, warm, non-judgmental and collaborative approach
- Conveyance of empathy through words and voice
- Demonstrate genuine concern
- Follow the client's lead



MI Spirit

- ▶ "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." - Maya Angelou
- ▶ A way of being with people
- ▶ **Methods** are never as powerful as the **relationship** out of which they are employed

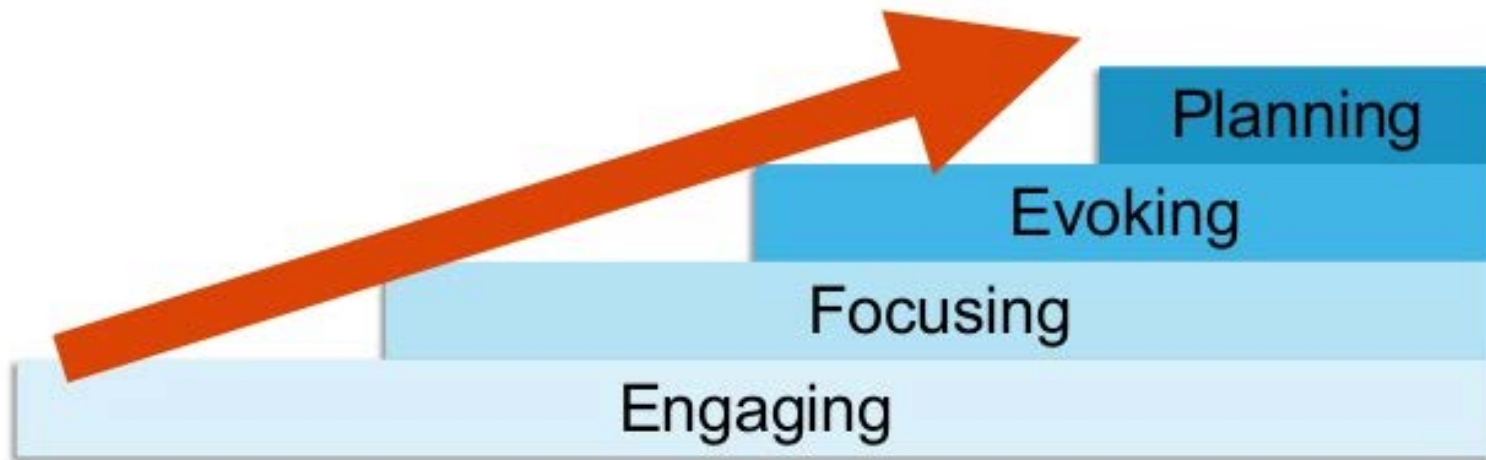


Components of MI Spirit

- **Autonomy** (vs. Authority): Affirm the client's right and capacity for self-direction
- **Collaboration** (vs. Confrontation): Supportive relationship, focused on mutual understanding, not therapist being right
- **Evocation** (vs. Education): Resources are presumed to reside within

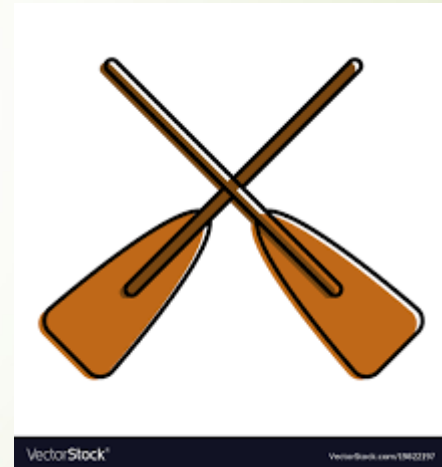
Four Foundational Processes

Guiding the process of change



The How: OARS

- Open-Ended Questions
- Affirmations
- Reflective listening
- Summaries





7 key points

1. Motivation to change is elicited from the person and not imposed from without
2. It is the person's task, and not the helper's, to articulate and resolve his or her own conflict
3. Direct persuasion is not an effective method for resolving ambivalence
4. The communication style is generally a quiet and eliciting one
5. The helper is directive in helping the client to examine and resolve ambivalence
6. Readiness to change is not a rigid trait, but a fluctuating product of interpersonal interaction
7. The helping relationship is more like a partnership than expert/recipient roles.



People who exemplify the MI Spirit:

- ▶ Establish an overall tone of collaboration and respect
- ▶ Show they care about what the client is saying and strive to accurately understand and reflect the client's statements
- ▶ Deftly use the client's reactions as a guide for formulating strategies and techniques



Warning signs you are not being “MI Consistent”

- ▶ You find yourself arguing that the person has a problem and needs to change
- ▶ You find yourself playing the expert
- ▶ You offer direct advice or prescribe solutions without the person's permission or without actively encouraging the person to make his or her own choices
- ▶ You do most of the talking
- ▶ You behave in a punitive or coercive manner – e.g. use shame, withhold assistance, non-compliant



Overview



▶ Standard Approach

- ▶ Focused on fixing problem
- ▶ Paternalistic relationship
- ▶ Assumes person is motivated
- ▶ Focus on advising, warning, persuading
- ▶ Ambivalence seen as being in denial
- ▶ Goals are prescribed
- ▶ Resistance met with argumentation, correction

▶ MI Approach

- ▶ Focused on person's concerns
- ▶ Partnership, collaborative
- ▶ Matches approach with person's level of readiness
- ▶ Emphasizes personal choice, autonomy
- ▶ Ambivalence seen as normal part of change process
- ▶ Goals set collaboratively; person given menu of options
- ▶ Resistance seen as influenced by provider behavior; need for different approach