Motivational Interviewing

Using Strengths to Promote Change

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Objectives

• To understand different types of Resistance from a Strengths Based Perspective
• To become familiar with the Stages of Change
• To learn the 5 principles of Motivational Interviewing
• Applying MI from the Bench

Gordon Bazemore

• Three Lenses of the Criminal Justice System:
  – Villain
  – Victim
  – Resource
Four Types of Client Resistance

- Avoiding
- Arguing
- Interrupting
- Ignoring

Resistance to Change

- Fear & Discomfort
- Loss of Quality of Life
- Lack of Competency to Change
- Others?

How do we Increase Resistance?

- Expert Model
- Forcing Change and Focus on Failure
- Lack of Caring
- Sympathy vs. Empathy
- Arguing
Targeted Change Must Be

• Behavioral and specific
• Measurable and achievable
• Voluntary & intentional
• Universally positive
  - Give examples of “positive change” which may be based on individual or cultural preference and is not universally positive

Assessing Readiness to Change

SOC Descriptions

• Pre-contemplation – Person is not thinking about and/or wanting change

• Contemplation – Person is thinking about changing a behavior

• Determination / Preparation – Person is planning a change with some steps taken
SOC Descriptions

• Maintenance – Person continues to maintain behavior change over time

• Relapse – Person returns to pattern of behavior that he / she has begun to change.

Signs of Readiness for Change

• Decreased Resistance
• Decreased Questions about the Problem
• Resolve
• Self-Motivational Statements
• Increased Questions About Change
• Envisioning
• Experimenting

The Spirit of MI

• MI is an interpersonal style
• MI is more than just a group of techniques
• Motivation is elicited not imposed
• Direct persuasion is not effective in resolving ambivalence
• It is the client’s task to resolve ambivalence, not the helper’s
• Readiness to change can be a product of interpersonal interaction
General Principles

- Promote Discrepancy
- Maintain Empathy
- Support Self Efficacy
- Roll with Resistance
- Avoid Argumentation

Empathy

Body Language

Validate Emotions

Reflection

Engage in Partnership

Develop Discrepancy

- The client should present the arguments for change.
- Change is motivated by a perceived discrepancy
- Values and priorities
- What matters most?
- Current behavior/situation versus what matters most
Support Self Efficacy

- Optimism

- Self Fulfilling Prophecy

- Point Out Success

Roll with Resistance

- The client is the primary resource in finding answers and solutions.
- Resistance is not directly opposed.
- New perspectives are invited, but not imposed.
- Avoid arguing for change.
- Resistance is a signal to respond differently.

Avoid Argumentation

- It doesn’t work

- If the client feels attacked they are not going to change

- How does argumentation impact us?
ABCDEF

• Advice
• Removing Barriers
• Providing Choice
• Decreasing Desirability
• Empathy
• Feedback
• Goals
• Helping

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