MOTIVATIONAL INTERVIEWING

AZ PROBLEM SOLVING COURTS CONFERENCE
APRIL 28, 2015
INTRODUCTIONS

• Your name and the court you serve.

• “What I’d like to get out of this MI intro … ”
MI is a conversation
ABOUT CHANGE
MI has a particular purpose

The purpose is to evoke and strengthen personal motivation for change
MI is COLLABORATIVE
MI HONORS AUTONOMY and self-determination
MI is EVOCATIVE

MI evokes the person’s own motivations for change
MI uses SPECIFIC SKILLS
MI is GOAL ORIENTED
MI attends to a specific forms of SPEECH

And attuned to and guided by particular aspects of client language
MI RESPONDS TO CHANGE TALK in specific ways

Elaboration
Affirmation
Reflection
Summary
MI RESPONDS TO RESISTANCE and sustain talk in specific ways
Motivational Interviewing is a collaborative conversation style for strengthening a person’s own motivation and commitment to change.”

Miller & Rollnick (2012)
Motivational Interviewing
Spirit Measures:

- Empathy
- Genuineness
- Egalitarianism
- Acceptance / Unconditional Positive Regard
- Warmth

“MI Spirit”
- Collaboration
- Evocation
- Autonomy ("It’s your choice")
Motivational Interviewing = Spirit + Skills + Strategy
EIGHT STAGES IN LEARNING MI

1. **Overall Spirit of MI**
2. **OARS: Basic MI Skills**
3. **Recognizing Change Talk and Sustain Talk**
4. **Eliciting and Strengthening Change Talk**
5. **Rolling with Resistance**
6. **Developing a Change Plan**
7. **Consolidating Commitment**
8. **Transition and Blending**

 *(Miller, W. & Moyers, T.)*
General Principles Underlying Motivational Interviewing

- Develop Discrepancy
- Express Empathy
- Amplify Ambivalence
- Roll With Resistance
- Support Self-Efficacy
OPEN QUESTIONS

Open
How ...?
What ....?
Tell me ....
In what way .....?

Closed
Is ....?
Does ....?
How many ....?
OPEN QUESTIONS EXAMPLES

“What do you like to see change?”

“You mentioned ___. What is frustrating to you about that?”

“What was that like for you when...? ”

“Why do you think that happened? ”

“What are your views about that? ”

“Tell me more about …..

“What do you think you should do ...? ”
AFFIRMATIONS

- Appreciation, understanding, and support
- Acknowledge effort, achievement or hardship
AFFIRMATIONS

- Specific
- Genuine
- Personal
- Supporting behavior change
“This is hard work you’re doing”
“You did great on completing your community service”
“You are dealing with a tough situation right now!”
“It must have taken a lot of courage to come in today knowing you had a positive UA”
Reflections

A hypothesis about *meaning*

A *statement* of understanding

Intonation down

Short stems:

“It sounds like…”
“It seems like…”
“So you…”
“It’s like…”
“You feel…”
Summaries

“Let me see if I got this right...”
–Reflection
–Reflection
–Reflection

“Is that about right?”
“Where does that leave you?”
Please write down:

Something you want to change

Something someone else wants you to change
DISCORD & SUSTAIN TALK SKILLS
Discord & Sustain Talk Skills

Straight reflection

Amplified reflection

Double-sided reflection

Affirmation

Apology
Reflections

A hypothesis about *meaning*

A *statement* of understanding

Intonation down

Short stems:

“*It sounds like*…”
“*It seems like*…”
“*So you*…”
“*Its*…”
“*Its like*…”
“*You feel*…”
Amplified Reflection

Increasing the intensity of the resistant element.
Double Sided Reflections

On One Hand

&

On the Other Hand
Affirmations

Diminish defensiveness

Reflect a respectful relationship
An Apology

acknowledges a collaborative relationship
Batting Practice

- Straight Reflection
- Amplified Reflection
- Double-sided Reflection
- Affirmation
STRATEGIC SKILLS
FOR DISCORD & SUSTAIN TALK

- Shifting focus
- Coming alongside
- Agreement with a twist
- Reframing
- Emphasizing autonomy
- Running head start
“It seems like for you the pros of using drugs and alcohol still far outweigh the cons. So it sounds like that you are not ready to stay clean and sober.”

“We’ve talked about what other people want you to do about your drinking; let’s now talk about what you think.”
Agreement with a twist

Reflection with a REFRAME
Sign in a dental office –
“You don’t have to floss all your teeth – just the ones you want to keep.”

“So ______ is so important to you, you are willing to risk going to jail for it?”

Response to I can’t – “So you are worried you will fail if you tried?”
Response to I don’t care – “Wow! So you are at a point you want other people to decide for you?”
REFRAMING

- Offer new meaning to client’s statement
- Finding the strength in a perceived weakness or problem
- Pointing out the risk in a perceived strength
EMPHASIZING AUTONOMY

• “It really is your choice about what you do in this situation”

• “No one can make you do this. The decision is yours.”
1. Opening

2. ENGAGING

3. FOCUSING: Establish Target Behavior

4. EVOKING: Amplify Ambivalence
   - Summarize both sides: "What do you think?"

5. EVOKING and Reinforcing Change Talk
   - Summarize Change Talk: "What do you want to do?"

6. PLANNING: Strengthening Commitment

7. Closure

MI Strategic Map

Obstacles to Change

Reasons for Change
ELICIT-PROVIDE-ELICIT

- Open Question: Would you like to hear some feedback?
- Feedback: Information, Concerns, Strengths, etc.
- Open Question: What are your thoughts on this?
CHANGE TALK:
MI BECOMES MORE DIRECTIVE
RESEARCH ON CHANGE TALK

Change talk

Commitment language

Behavior change
THREE PARTS OF ELICITING CHANGE TALK

Elicitation | Recognition | Response

IQLEDGE

Desire
Ability
Reason
Need
Commitment
Activation
Taking Steps

Elaborate
Affirm
Reflect
Summarize
DRUMMING FOR CHANGE TALK
ELICITING CHANGE TALK TECHNIQUES:

• Importance/Confidence Ruler
• Querying Extremes
• Looking Back / Looking Forward
• Evocative Questions
• Decisional Balance
• Goals and Values
• Elaborating
Importance/Confidence Ruler

**Importance**
How important is it for you right now to...? Why is it not lower?

**Confidence**
If you did decide to change, how confident are you that you would succeed? On a scale from 0 - 10... what number would you give yourself? What would raise your confidence?
Querying Extremes

Worst case scenario

Best case scenario

TARGET BEHAVIOR
Looking Back

Target Behavior

Looking Forward
**Desire:** “What do you want to do about this behavior?”

**Ability:** “What makes you believe you can do this?”

**Reason/Need:** “Why would you want to make this change?”

**Commitment:** “So what are you willing to do now?”
Decisional Balance

Benefits to changing

Benefits to not changing

Consequences to changing

Consequences to not changing
Goals and Values

- integrity
- commitment
- community
- respect
- honesty
- excellence
- service
- teamwork
- members
- trust

Values:
- caring
- ethical
- community
- innovation
- legal
- effective

Other:
- professionalism
- excellence
- reliability
- adaptability
- accountability
- fairness
- confidentiality
- transparency
- strength
Elaborating

Asking for a **specific example**.

Asking for **clarification**.

Asking for a **description** of the last time this occurred

Asking “**What else?**”
MI Strategic Map

1. Opening

2. ENGAGING

3. FOCUSING: Establish Target Behavior

4. EVOKING: Amplify Ambivalence
   - Obstacles to Change
   - Reasons for Change
   - Summarize both sides "What do you think?"

5. EVOKING and Reinforcing Change Talk
   - Summarize Change Talk "What do you want to do?"

6. PLANNING: Strengthening Commitment

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Implementation of MI:
Where do we go from here?
Implementation Issues

- Obstacles for implementing MI
- What Support do you need?
- Formats for MI Practice
- How to keep the “MI Spirit” going?
Practice Formats That Work!

• MI Buddy
• MI Reminders (email, cheat sheets, reminders)
• MI Practice in Teams (MI Modules)
• Training Videos & Discussions
• Audio Tapes: Coding & Coaching
MI TRAINING RESOURCES

• MI Website: www.motivationalinterview.org
• Miller, Rollnick: Motivational Interviewing, 3rd Edition
• Motivating Offenders to Change: http://nicic.org/Downloads/PDF/Library/022253.pdf
• Rosengren, David: Building Motivational Interviewing Skills. A Practitioner Workbook
• Fuller, C. & Taylor, P.: A Toolkit of Motivational Skills. 2nd Ed.
• MI Training Videos (see website)
• John.morris@yavapai.us
Take Aways

• My Take Away from this MI class
• My Commitment to support my MI Practice