

Motivational Interviewing Basics

Challenge Team April 2013

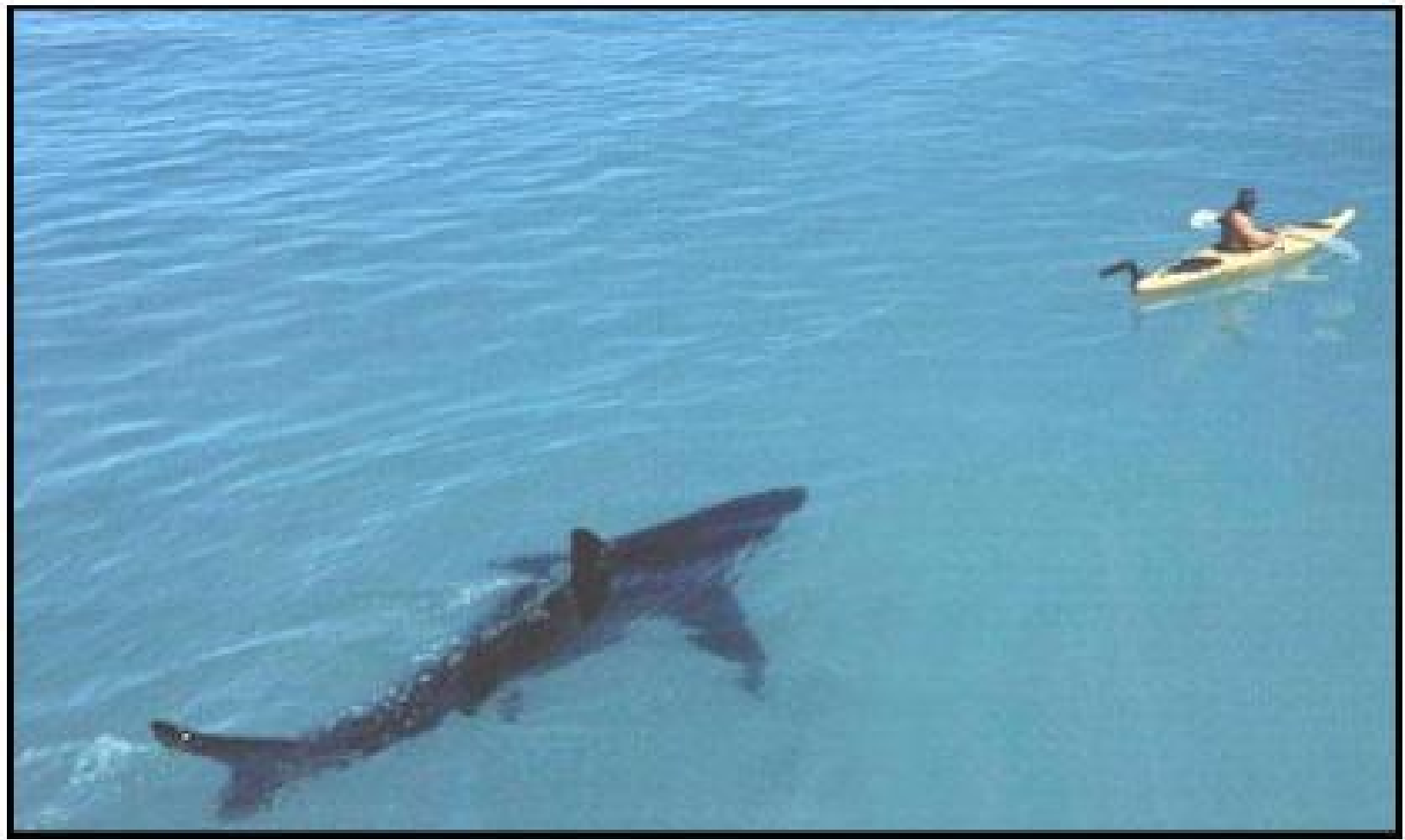
Last Updated: 4/1/13_Malik



Theories of Change

- Asset Development through Strength-Based Approaches
- Cognitive-Behavioral Based Approaches in Service Delivery
- Motivational Interviewing/Enhancement
- Transformational Change Management





MOTIVATION

Some People Need More Than Others

Definition of MI

“A client-centered, directive method

**for enhancing intrinsic motivation to
change**

**by exploring and resolving
ambivalence.”**

-- Miller & Rollnick (2002)



Motivational Interviewing

- Strategy for promoting change—started with substance addicted clients in '90s (William R. Miller & Stephen Rollnick)
- Based on facilitating client motivation and increased self-efficacy for sustained change
- What do you think was the most successful intervention?
 - Being placed on waiting list
 - Being given books for self-study
 - A counselor with high empathy and low control
 - A counselor with high control and low empathy

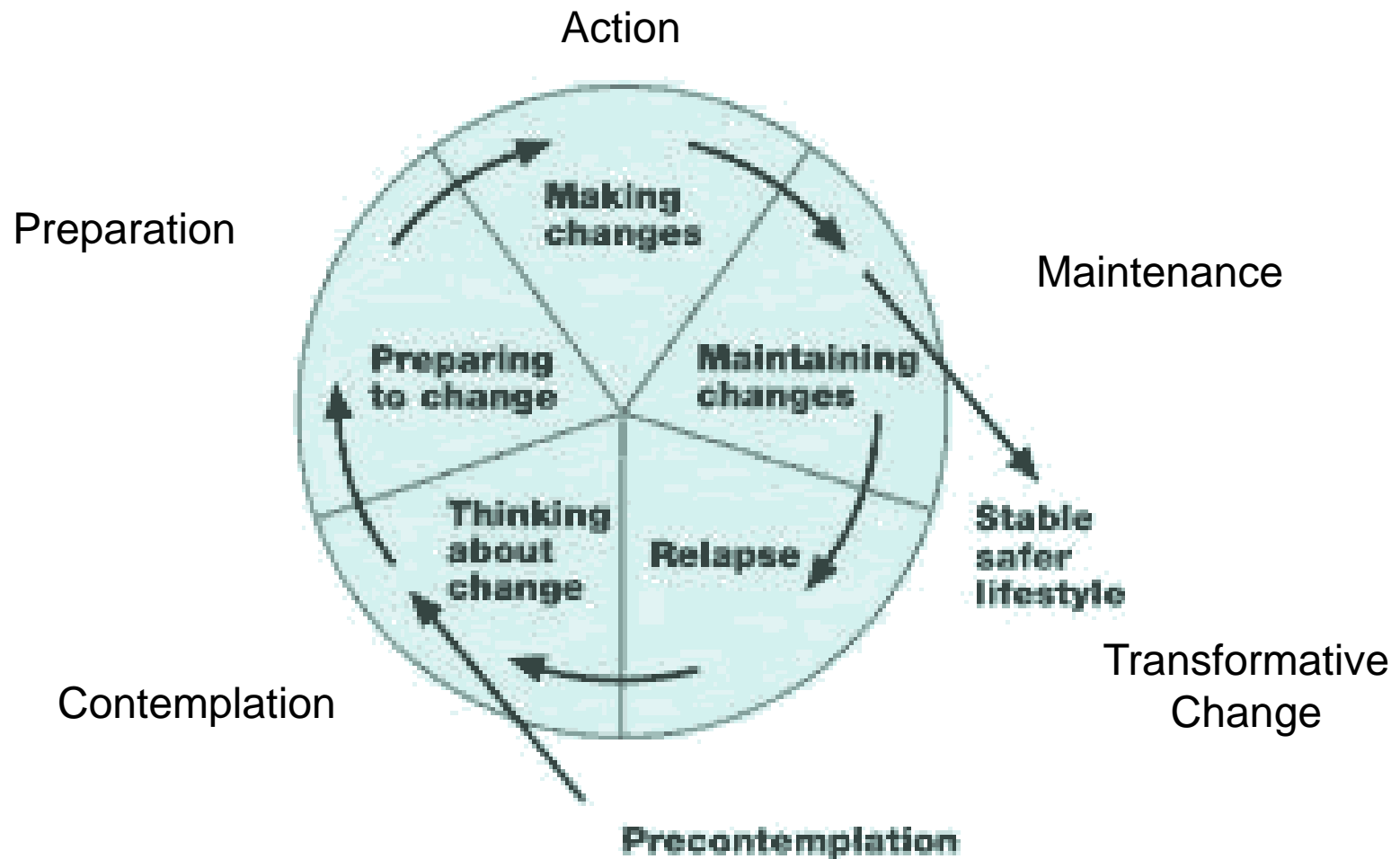


Motivational Interviewing

- Motivation/Self-efficacy Intervention Rankings:
 - 1) High Empathy Counselor
 - 2) Self-Help
 - 3) Low Empathy Counselor/High Control
 - 4) Waitlist (no change expectation until Program)



Stages of Change



Key Values: “The Essential Spirit”

Collaboration: Working in partnership, the interpersonal process is a “meeting of aspirations, which frequently differ”

Evocation: Listening more than telling or asking, eliciting and drawing out the client’s innate insight and wisdom

Autonomy: Responsibility for change is the client and the client’s alone – period.



Key Strategies: “The Essential Spirit”

- ***Expressing empathy:*** Listening to clients rather than telling, looking to compliment and build the client up rather than criticize and tear the client down
- ***Developing discrepancy:*** Helping clients perceive a discrepancy between where they are and where they want to be by raising the client’s awareness of the adverse personal consequences of continuing with the current behavior
- ***Avoiding argumentation:*** Encouraging the client to accurately see the consequences of their current behavior, begin to devalue the perceived positive aspects of the behavior, and then voice themselves the arguments for change

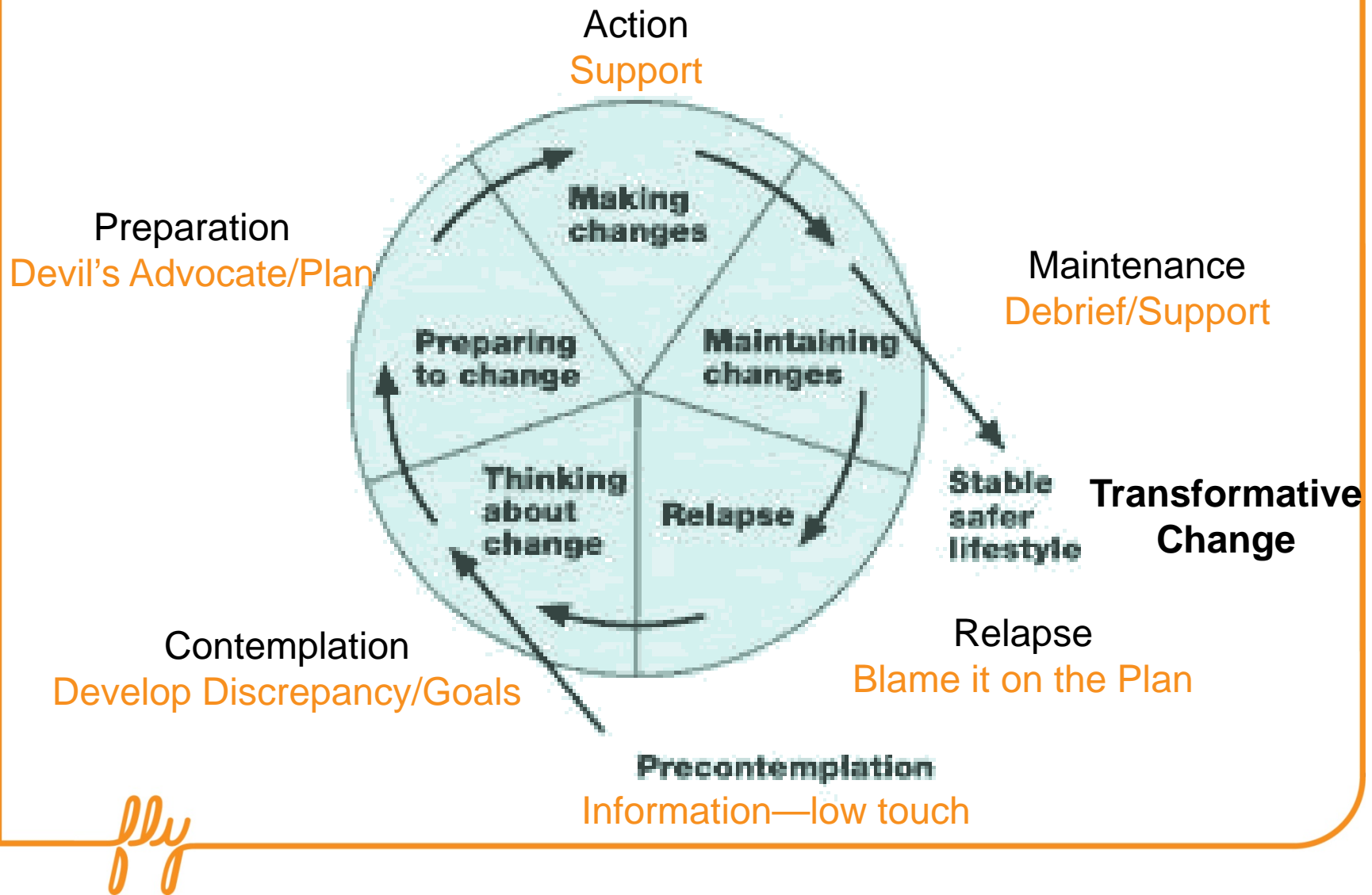


Key Strategies: “The Essential Spirit”

- ***Rolling with resistance***: Openly exploring ambivalence as normal and not as pathological. Solutions about what to do and how to change are evoked from the client.
- ***Supporting self- efficacy***: Giving the client hope or optimism that they can change their behavior, recognizing that only the client can decide to change and carry out that choice.



Different Intervention at Each Stage



Opening Strategies

Guiding Value: **COLLABORATION**

Guiding Strategy: **EXPRESS EMPATHY**



Opening Strategies (OARS)

Open Ended Questions (Wide Open)

Affirm

Reflective Listening

Summarize



(Wide) Open Ended Questions

- Ask brief Questions that do not invite brief answers.
“Today you expressed you have concerns about _____. Tell me more about them.”
- Avoid barraging the client with question after question.
- Pause. Wait. Pause some more.
- >50% of your Questions should be open-ended



Affirmations

Recognize effort (over success)

“The important part was that you tried so hard.”

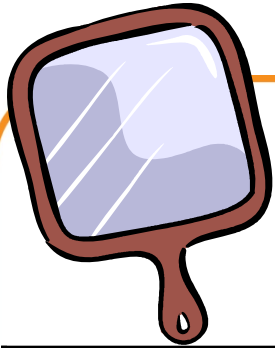
“Most people would have found it difficult to come back, and yet you returned.”

Recognize strengths (reframe resistance)

“When you set your mind to something you really follow through.”

“You are very persistent and strong-minded.”





Reflective Listening

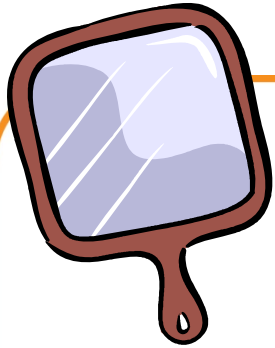
The Words The
Speaker Says

What The Speaker
Means

The Words The
Listener Hears

**What The Listener
Thinks/Infers the
Speaker Means**





Reflective Listening

- Should best guess the speaker's intention.
 - **Not a question**
 - **Voice tone turns down at the end of the reflection, not up.**
- Reflections “continue the paragraph,” propelling the conversation forward (vs. simply “parroting”).
- **Brief: 5-10 words**
- **Integrate underlying feeling and other unsaid portions.**
 - **When reflecting intensity of feeling, generally try to understate.**
- **Should Pause, Wait, and Watch.**



Levels of Reflection

Simple Reflections:

Repeating – simply repeats an element

Rephrase – substitutes synonyms

Deeper Reflections:

Paraphrase – infers meaning

Reflect feeling– emphasizes the emotion

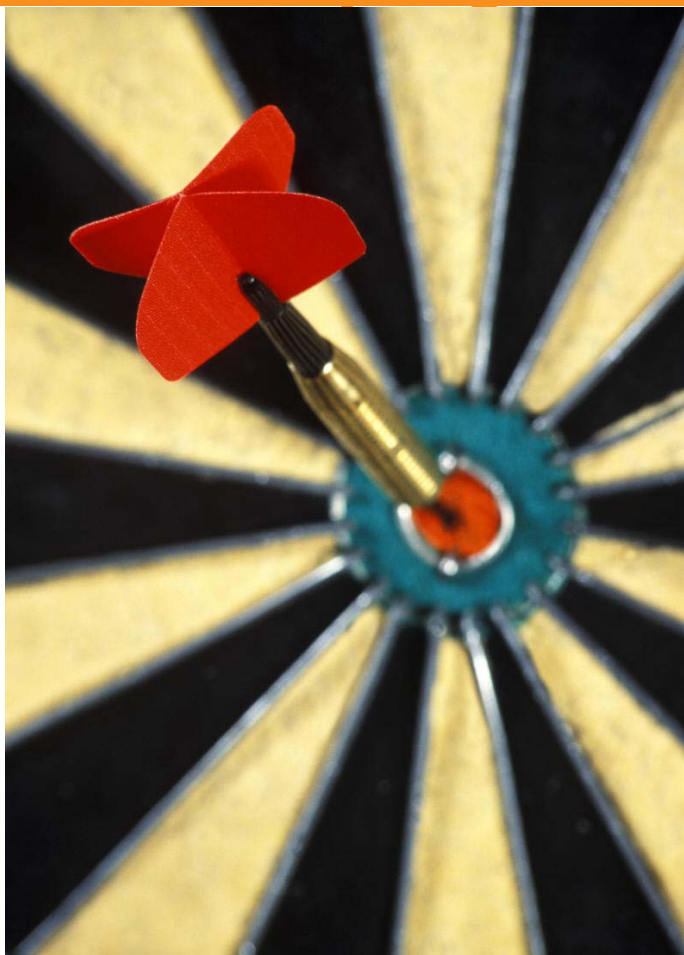
Understate vs. Overstate – when in doubt,
understate Continue Paragraph – offer the next
sentence

Metaphor and Simile – use of an image

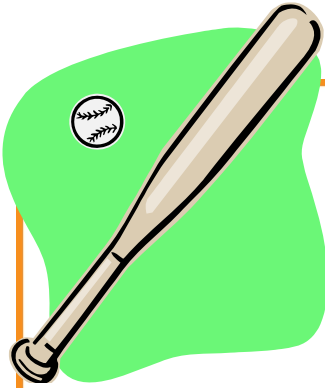




Reflections Target the Center of What The Client is Trying to Express



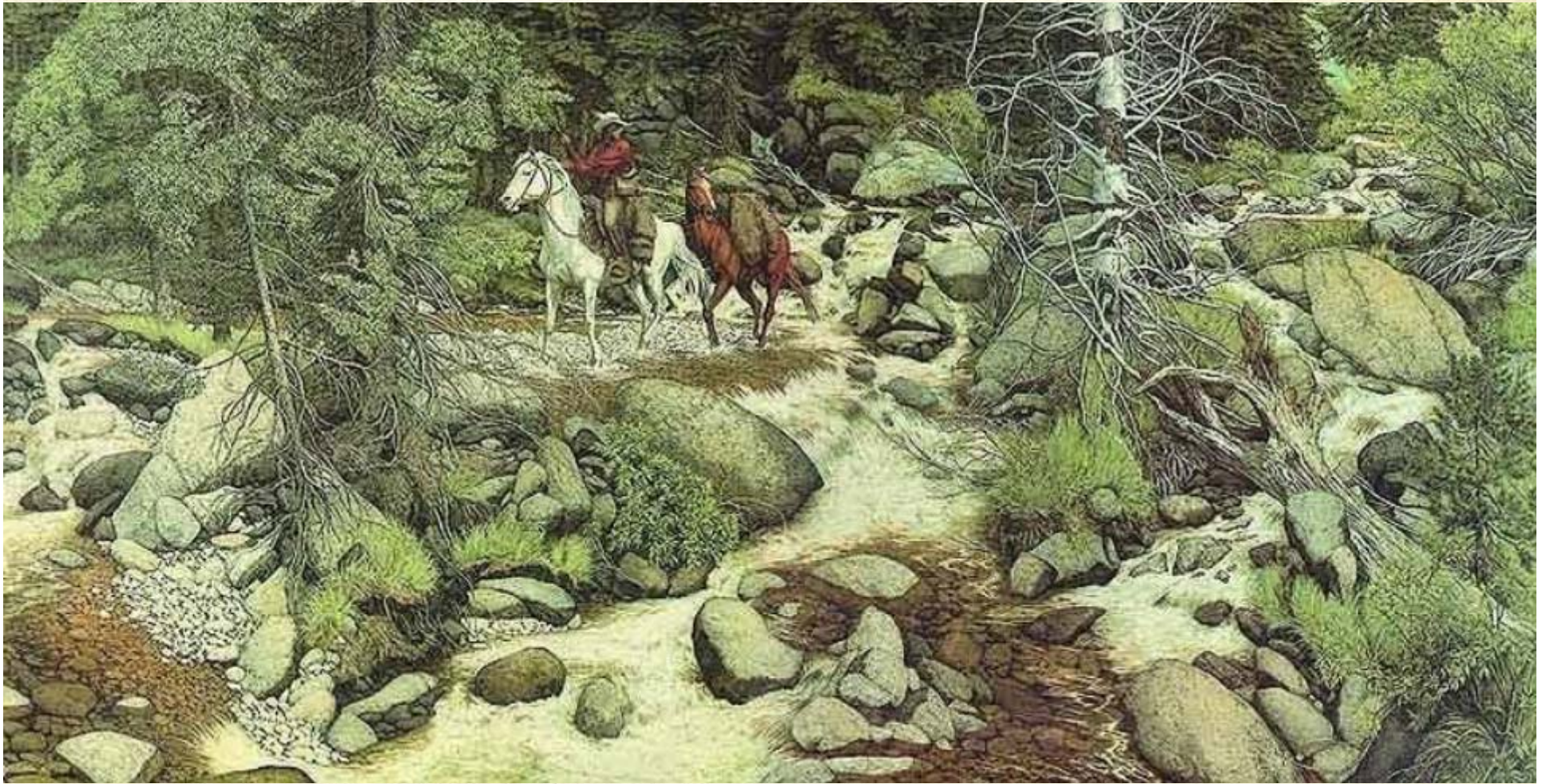
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Batting Practice

- Pitch client statements that might be difficult to reflect
- “Hit” as many reflective statements as we can per pitch
- Goal: hit the wall the dartboard is on . .





The Forrest Has Eyes by Bev Doolittle (1985)

Taken from Thrive Foundation Brain Development PPT

Resources

- **The Book:**

Motivational Interviewing: Preparing People For Change, 2nd Edition, 2002, by William Miller and Stephen Rollnick, Guilford Press

- **The Website for clinicians, trainers, and researchers:** www.motivationalinterview.org

