

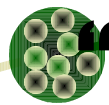
MOTIVATIONAL INTERVIEWING

*The Art of Possibility in
Conversation*



“Work Smarter not Harder!”

--Scrooge McDuck



“Our job is to help clients
talk *themselves* out of the
woods.”

Bill Miller, 2007



Persuasion: The Speaker

- ☀️ Topic: Something about yourself you..
 - Want to change
 - Need to change
 - Should or ought to change
 - Have been thinking about changing

But you haven't done yet (ambivalence!)



Persuading with Logic

- ✦ Explain why the client *should* make this change
- ✦ Give at least 3 specific *benefits* to the client of making this change
- ✦ Tell the client *how* to change
- ✦ Emphasize how *important* it is for the client to change, and
- ✦ Tell the client to do it!



A Taste of MI: The Speaker

- ☀️ Topic: Something about yourself you..
 - Want to change
 - Need to change
 - Should or ought to change
 - Have been thinking about changing

But you haven't done yet (ambivalence!)



Taste of MI: Listener

- ☀️ Listen carefully w/ the goal of understanding the dilemma (ambivalence)
- ☀️ Give no advice
- ☀️ Ask these 4 open questions:
 - Why would you want to make this change?
 - How might you go about it, to succeed?
 - What are the 3 best reasons for you to do it?
 - On a scale of 1-10, how important is it to make this change?
 - And how come you're at a _____ and not one?



Taste of MI: Listener, Part 2

- ✦ Give a short summary/reflection of the speaker's motivations for change:
 - Desire for change
 - Ability to change
 - Reasons for change
 - Need for change
- ✦ Then ask: “So what do you think you’ll do?” and just listen with interest



So How Does MI Work?

- ☀️ MI seems to activate a client's *own* motivation for change - & adherence to tx
- ☀️ Clients exposed to MI v traditional tx are generally more likely to:
 - Enter tx & stay
 - Complete tx more
 - Participate in follow up appts
 - Decrease drug use

Key: Tx = treatment

Please copy only in its entirety



Walk-Away Skill #1: Ask, Tell, Ask

- ☀️ Ask what the client knows about a subject
- ☀️ Tell the client about something you know about the same subject
- ☀️ Ask what the client thinks about your statement



When do I use MI?

- *only*
 - With ambivalence
 - With a target behavior or change



QUOTE

☀️ “Treat people as if they are who they can be and you help them to become who they’re capable of being.”

-Johann Wolfgang von Goethe



Guiding: increases motivation; directing decreases

☀️ Enlighten

☀️ Shepherd

☀️ Encourage

☀️ Motivate

☀️ Support

☀️ Accompany

☀️ Awaken

☀️ Promote
autonomy

☀️ Elicit solutions



The RULE of MI

- ✦ Resist the *Righting Reflex*
- ✦ Understand your client's motivations
- ✦ Listen to your client
- ✦ Empower them!



MI Spirit

- ☀️ Collaboration
- ☀️ Evocation
- ☀️ Autonomy and support
- ☀️ Compassion



Walk-Away Skill #2: Rolling w/Resistance

☀️ More dancing, less wrestling

- Match the other person: don't get ahead or behind
- Dancing equals Partnerships, not competitions (do you want to be right or build rapport)
- Get into the other's world - be the best listener you can be

DON'T TAKE THE BAIT!



Traps & How to Avoid Them

1. Listen more w/reflections: ask fewer questions
2. The Expert: elicit answers from clients
3. Taking Sides/Avoid argumentation: Roll with that resistance!
4. Labeling Clients: Less judgment
5. Premature Focus: Ask what the client wants to discuss first
6. Blaming: Come alongside client
7. Attachment to specific outcomes: appreciate clients are adults w/choices



Kinds of Change Talk: DARN-CAT

☀ Desire

☀ Ability

☀ Reasons

☀ Need

☀ Commitment

☀ Activation

☀ Taking Steps



Desire – preference for change

☀️ I want to...

☀️ I would like to...

☀️ I wish I could ...



Ability – confidence to make change

☀️ I could...

☀️ I can...

☀️ I might be able to ...



Reasons – specific arguments re: change

- 💡 I would probably feel better if I ...
- 💡 I need to have more energy to play with my kids.



Need – feeling obligated to change

- ☀ I ought to...
- ☀ I have to ...
- ☀ I really should ...



Commitment – likelihood of change

☀️ I am going to...

☀️ I will...

☀️ I intend to ...



Activation

- ☀️ I am willing to...
- ☀️ I am planning to...



Taking Steps – action taken!

- ☀️ I actually went out and ...
- ☀️ This week I started ...



Change Talk

✦ Differencing between *Change Talk* and *Commitment Language*: *I want to, I can, I ought to because I have good reasons, I need to:*

- *Do you promise to love, honor & cherish till death do you part?*
- *Do you swear to tell the truth, the whole truth, and nothing but the truth, so help you God?*

I Do & I Will



Letting Go

If you let go a little, you'll have a little peace.

If you let go a lot, you'll have a lot of peace.

If you let go completely, you'll have complete peace. ...unknown



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