



# Motivational Interviewing (MI)

Overview by Melody Hicks, MC, LPC and huge fan of MI

# Time for introductions

Just a quick run around ...

- Tell me who you are and where you work and any other tidbit you want to share





# Agenda

- **What is Motivational Interviewing and why are people using it?**
- **Two important ‘pieces’ of the MI approach**
- **4 Foundations of MI**
- **Stages of Change/Change Talk**
- **4 processes of MI**
- **Challenges & barriers to implementing/using MI**




# What is Motivational Interviewing?

“MI elicits from ‘patients’ their own good motivations for making behavior changes in the interest of their health and well-being. It involves guiding more than directing, dancing rather than wrestling, listening at least as much as telling.”

Miller & Rollnick (2008)

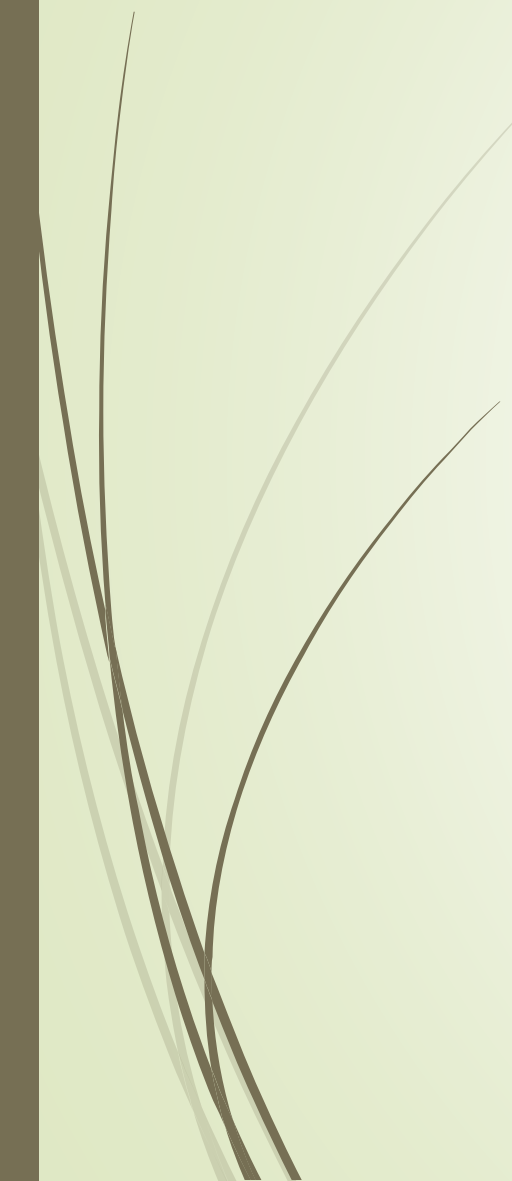


# **This is why Motivational Interviewing works**

- **It builds a partnerships with clients (more collaboration = less burnout for professional staff)**
  - **Change is influenced by interactions between people**
  - **Each person is seen as an individual**
  - **There is respect the choices, beliefs, culture, socioeconomic status and so on of the client**
  - **The expression of empathy promotes change**
  - **Clients who say they are motivated to change actually do change**
  - **Belief that the client is the 'expert' of his/her own life**
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# Simply put, MI is..

- ▶ a collaboration between clients and the professionals they work with
  - ▶ an approach that is sensitive to culture, ethnicity, age, gender, race, socio-economic status
  - ▶ effective in supporting lasting change
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# Spirit of Motivational Interviewing



*Every problem started as a solution...*

*Every Change involves a loss...*

# Two Important Pieces of Motivational Interviewing



## Reflective Listening....

Listening for understanding and reflecting back what you are hearing to confirm you really are understanding your client

### Complex reflections:

- Paraphrase
- Summarize
- Feelings/emotions



# Empathy...



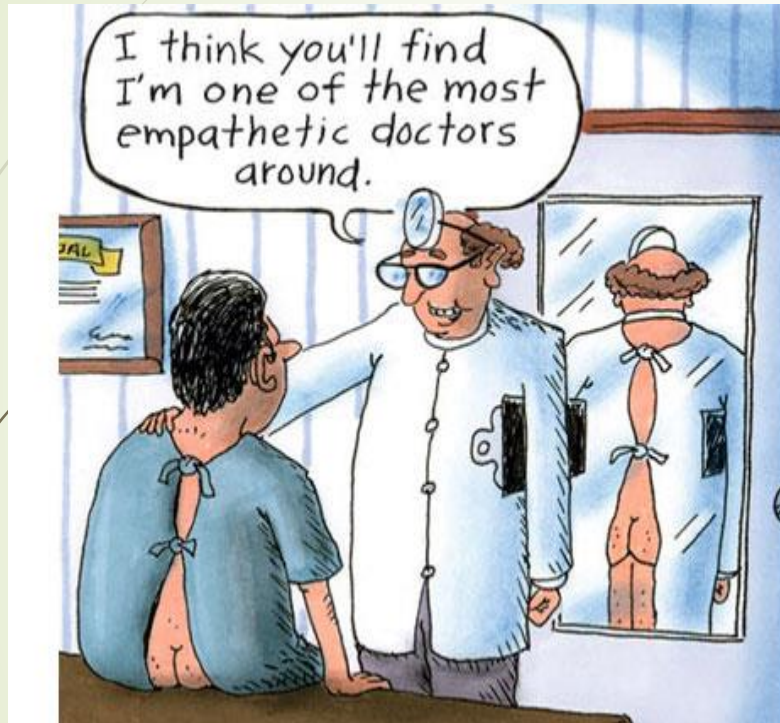
## Four qualities of empathy (Brene Brown):

- Perspective taking – the ability to take on the perspective of another person
- Staying out of judgment – hard to do sometimes
- Recognizing emotion in other people – what are you seeing or hearing as your client speaks? Or doesn't speak?
- Communicating the emotion(s) you recognize – a very powerful reflection



# **The Four Foundations of Motivational Interviewing**

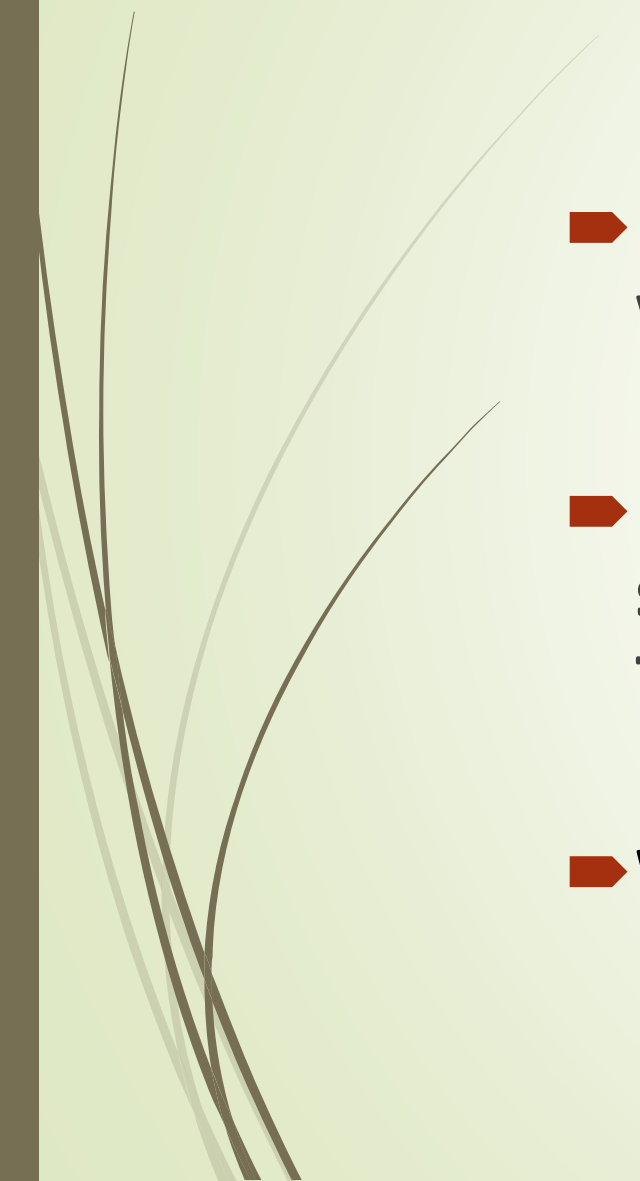
# Express Empathy



**Are there clients for whom you find it difficult to show or express empathy?**



# Roll With Resistance

- No need for power struggles but to 'dance vs. wrestle' with clients
  - We know Resistance comes in many forms...can you share some of the ways clients show their resistance to change?
  - What emotions/thoughts are behind resistance?
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# Promote Self-Efficacy



Confidence  
begets  
Competence  
begets  
Commitment  
begets  
Contentment

7/1  
TYW

**How can you help a client to gain The confidence that is needed to make changes in his/her life?**

# DEVELOPING DISCREPANCY

## Confronting clients – MI Style

You may hear a client make statements that contradict each other. This actually indicates that your client is working through their ambivalence about changing.

Pointing this out without being judgmental is important – *“I am a bit confused as you told me you are committed to being healthier and cutting back your alcohol use but then you shared you got ‘wasted’ this past weekend. So how does that fit your goal to ‘being healthier’?”*

***VERY IMPORTANT: Whatever answer you get you just move on...DO NOT GET INTO AN ARGUMENT OR POWER STRUGGLE!***

# Stages of Change

## Prochaska & DiClemente (transtheoretical model)

- Precontemplation (thought to be denial/resistant – actually not ready)
- Contemplation (yes, no, maybe)
- Preparation (action toward change)
- Action (it's happening)
- Maintenance (keep going)
- Relapse (a slip and return to old ways)
- Termination

# What is Change Talk?

Change Talk can reflect:

**Ambivalence (Contemplation stage)**

I wish, I think, I might, Maybe I could...

**Action talk (starting the change) –**

I just started going to AA meetings, I applied for housing, I met with my case manager



# MI – The Four Process

- **Engage** – Making sure the client is participating in the conversation and invested in his/her treatment
- **Focus** – Keeping focused on whatever is most pressing for the client/professional
- **Evoke/Elicit** – Asking the client what reasons might there be for making a change in his/her life. The ‘why’ would you want to...
- **Plan** – Creating a plan that the client wants (next steps; next time we are meeting, etc.).

# Challenges and Barriers to doing MI

What do you see might be the challenges/Barriers to doing Motivational Interviewing with the clients your agency serves?



**What will you take with you from today's training?**



# Final thoughts? Final Questions or Comments?

