

WELCOME

Introduction to Motivational Interviewing

Helping People Change



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Interview Demo



Pay attention to your thoughts and observations as you observe and listen to this interview

When you are sharing a concern or problem with another person, what are some things you really **don't like** the person to do/say while you are talking with them?



A Brief Taste Of MI



Motivational Interviewing

- MI is a collaborative goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal, **by evoking and exploring the person's own reason for change (change talk) within an atmosphere of acceptance and understanding.**

Underlying Premise of MI

- People who are struggling to make a change are ambivalent about that change.
- "Helper" advocacy for change with an ambivalent person evokes sustain talk from the person.
- Sustain talk predicts a lack of change.
- Evoking the person's own change talk will enhance behavior change.

The Righting Reflex

The desire to set things right or to keep people from going down the wrong path.

Acting on the inclination to advise, teach, persuade, counsel or argue for a particular resolution.

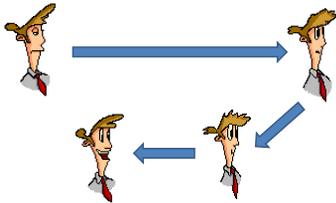


We Know Through Research that Motivational Interviewing:

- Significantly increases change talk (Client arguments for change)
- Client change talk predicts behavior change. The more the client argues for change, the more likely they are to change.
- Significantly reduces resistance to change.
- Resistance predicts lack of change.
- Is effective in a variety of fields.

Change Talk

Change talk is client speech that favors, gives reason for and strengthens the direction and commitment for change.



Change Talk-Things to know:

Listen for it, reinforce it, respond to it



- Predicts behavior change (especially commitment language)
- Is suppressed by confrontation
- Is enhanced by reflective listening
- Is under the control in large part of the staff member.
- **Communicating in a way that evokes change talk and commitment, increases the probability of behavior change.**

Types and levels of Change Talk

Listen for these-Reinforce & Respond to these!

DARN-C

- **D**esire (I want to, prefer, wish)
- **A**bility (I can, able, could, possibly)
- **R**eason (I should, I need to because..) Head
- **N**eed (I must, importance, got to) Gut/Heart
- **C**ommitment (I will, I'm going to..)

Don't need them all for change, one might be enough.

Traps That May Block Effective Engagement and Increase Resistance with a Person who is Ambivalent or Struggling with Making Some Type of Change

- **Expert Trap**
- **Premature Focus Trap**
- **Labeling Trap**
- **Blaming Trap**
- **Chat Trap**
- **Question-Answer Trap**



Video Tape Example



"The Suspicious Smoker"

See how many "traps" are used in this interview

Review the responses you wrote on page 2. Did you fall into any of the traps?

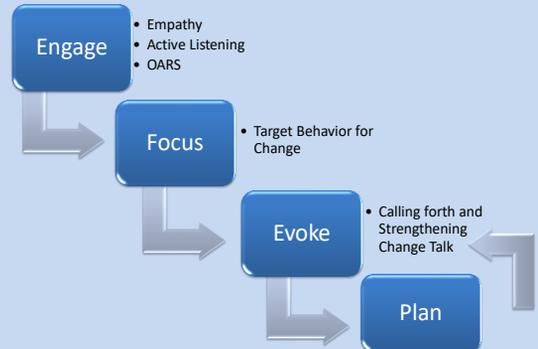
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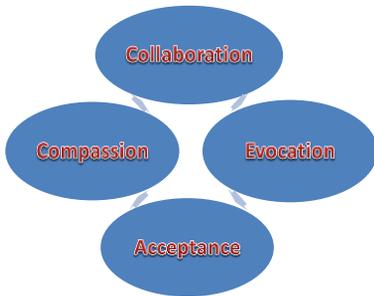
How is MI Different?

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • <u>Traditional</u> • Invoke Information • Confront-break em down! • Logical Persuasion • Tell what to do • Tell why to do it • Push! Push! Push! | <ul style="list-style-type: none"> • <u>Motivational Interviewing</u> • Evoke Concerns • Collaborate on Plans • Support & Reinforce Change Talk • Gently pull, with open questions, reflections and other key skills |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

The Four Processes of MI



The Spirit of MI



Exercise

Handout Page 5-6

Spirit of MI

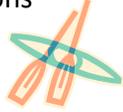
Working with your group-decide if the practitioner statement is consistent with the spirit of MI

- ❖ Partnership/Collaborative
- ❖ Eliciting from the person
- ❖ Acceptance
- ❖ Compassion

OARS BASIC Skills

Used Throughout all the Processes of MI

- **O**pen Ended Questions
- **A**ffirmations
- **R**eflections
- **S**ummaries



Different Questions-Different Answers

- **Closed Questions:**
 - Yes/No Answer
 - Confirm/Disconfirm a view
 - Minimize Talk
- **Open Questions:**
 - Require Elaboration
 - Encourage New Information
 - Encourage talk-**Focus on evoking change talk**



What else?

Tell me a little bit about your concern.

Open Ended Questions

More than one possible answer, gets people talking

What things might work for you?

What concerns do others have about this situation?

Why can't you do that?

How could you do that?

You don't have a problem with this do you?

What problems is this creating for you?

Is this study method a big problem for you?

- Tell me about your concerns.
- To what extent has this been a problem for you?
- What are some things you've experienced as a result of this approach?
- What might make a difference or work better for you?

Open or Closed?



Handout-Page 7

Circle 6, 7, 8 and 12 and turn them into an open question

BASIC STRATEGIES in Engaging

- **O** pen Ended Questions
- **A** ffirmations
- **R** efections
- **S** ummaries



AFFIRMATIONS

What are they?
Why does MI use them?

Used to affirm the client's concerns, strengths and efforts.

I think that will really work for you. You have some good ideas.

Thanks for taking care of that as you said you would.

AFFIRM

Look for ways to affirm; it makes change more likely

That is a good idea. You have really thought about this.

I appreciate you showing up on time. It shows real responsibility.

BASIC STRATEGIES in Engaging

- **O** pen Ended Questions
- **A** ffirmations
- **R** efections
—A core, essential skill
- **S** ummaries



Ways to Reflect

- **Simple:** Stays close to what was said:
 - Repetition
 - Rephrase in different words
- **Complex:** -Makes a guess
 - Adds emotion or new meaning
 - Double sided
 - Metaphors
 - Amplified
 - Continues a sentence or paragraph
 - Puts it in a different light (Reframe)

BASIC STRATEGIES in Engaging

- **O**pen Ended Questions
- **A**ffirmations
- **R**elections
- **S**ummaries



You gave a lot of really good reasons to change, such as.....

Let me see if I can summarize.

SUMMARIZE

Before you leave, connect the dots. Focus on change talk with your summary.

There were several things we talked about.....

So what we've decided is that.....

Giving Advice

Advice conveys a recommendation for action, something to do, a step to take.

When to give it

- 1. Client asks for advice.
- 2. You ask permission to give it:
 - Would it be alright if.....
 - Would you like to know.....
 - I could tell you some things others have done that have worked for them if you would like.

Giving Advice

- 3-You preface your advice with knowledge that they may disagree.
 - This may or may not be helpful to you, but I have an obligation to share it and you can decide.
 - I don't know if this will make sense to you.
 - You may not agree.....
 - I don't know how you will feel about.....
 - I wonder what you think of this.....

Exercise Stepping up to MI



In Summary



- MI is a complex communication skill focused on engaging, focusing, evoking and planning.
- Spirit of MI involves collaboration, acceptance, evocation and compassion.
- Basic communication skills consist of OARS.
- MI works toward getting change talk and moving toward commitment and action.
- You won't learn it overnight! It is a complex skill but can be learned with desire and practice.
- It is an accepted and well researched Evidence Based Practice.

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Thanks for your participation!!

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