



Starting a Therapeutic Conversation Using Motivational Interviewing

Session topics

- An introduction to the spirit of MI
- Learning about MI principles to use with individuals on behavior change
- Assessing motivation for readiness to change
- Providing a foundation to build skills



What Is Motivational Interviewing?



Directive, person centered counseling style that aims to help people explore and resolve their ambivalence about behavior change

Benefits of Learning about Motivational Interviewing

- More realistic expectations
- Greater recognition of small accomplishments
- Greater success over time
- Less frustration and burnout
- Effective across populations and cultures
- Actively involves the person in his/her own care
- Improves adherence and retention
- Flexible but consistent
- Instills hope
- Consistent with Recovery Transformation

Spirit of MI



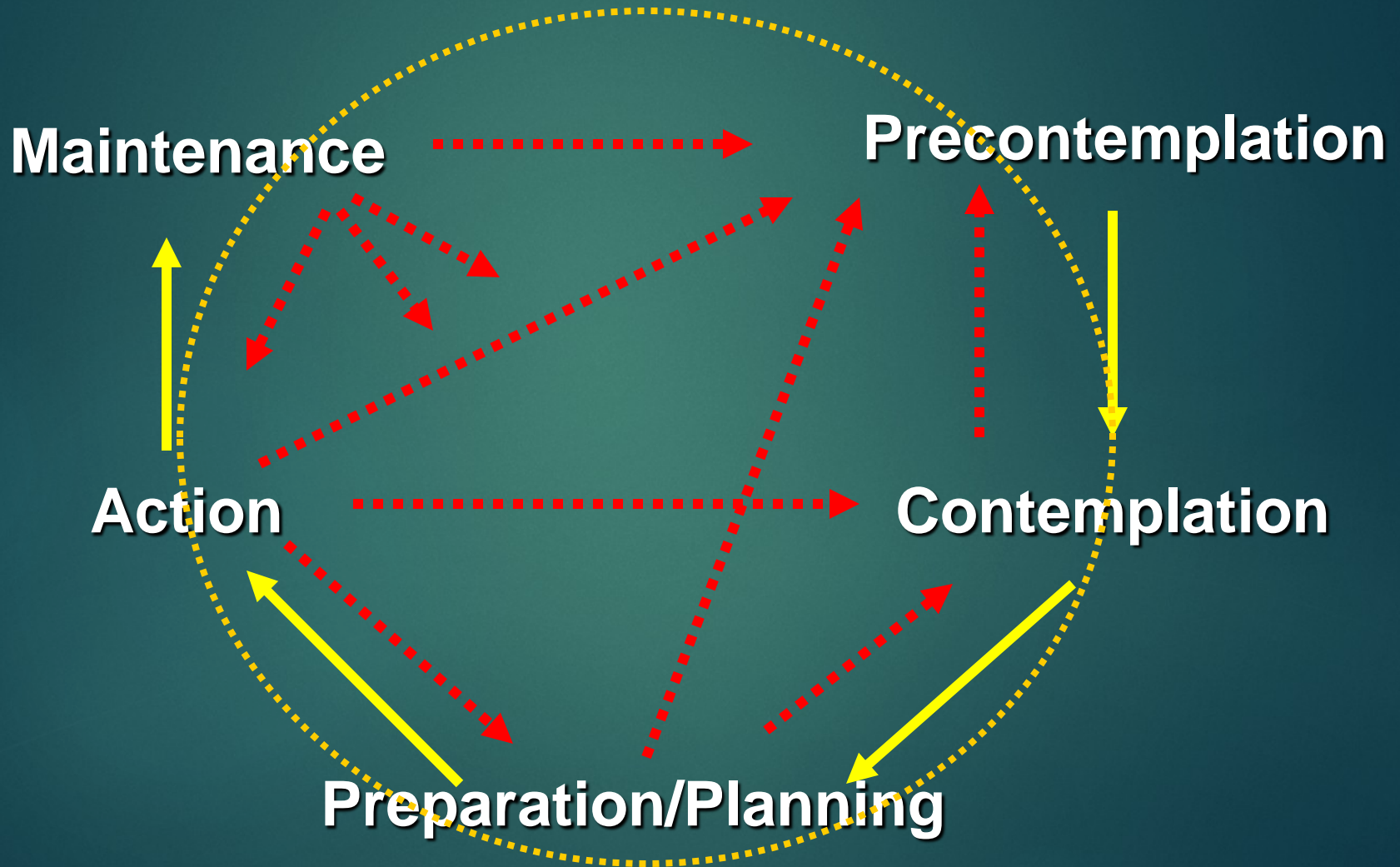
- Motivation to change is elicited from the person, not externally
- It is the client's task, not the counselor's, to articulate and resolve ambivalence
- Direct persuasion is not an effective method for resolving ambivalence
- The counselor's style is generally a quiet and eliciting one
- The counselor is directive only in helping the person to examine and resolve ambivalence
- Readiness to change is a fluctuating product of interpersonal interaction.
- The therapeutic relationship is more like a partnership or collaboration than expert/recipient role.

Application and Effectiveness

- ▶ Programs studied show positive client outcomes:
 - ▶ < Substance abuse, psychiatric symptoms, hospitalizations & arrests
 - ▶ > Housing, functional status and quality of life
 - ▶ > Positive health outcomes
- ▶ More effective than education alone or 'Intervention' based treatment in substance abuse
- ▶ Impact on professional/caregiver well-being

Transtheoretical Change Process

HOW PEOPLE CHANGE



STAGES OF CHANGE

CONCEPT	DEFINITION	METHODS OF TX.
PRE-CONTEMPLATION	Unaware of the problem, hasn't thought about change	Engagement skills, develop trust, assertive outreach, accept client where they are at, provide concrete care
CONTEMPLATION	Thinking about change, in the near future (usually w/in the next 6mos)	Instill hope, positive reinforcement for harm reduction, discuss consequences, raise ambivalence, motivational interviewing
PREPARATION	Making a plan to change plans, setting gradual goals (w/in 1 mo)	Assist in developing concrete action, problem solve w/ obstacles, build skills, encourage small steps, tx planning
ACTION	Specific changes to life style has been made w/in past 6 mos	Combat feelings of loss and emphasize long term benefits, enhance coping skills, teach how to use self help, tx. Planning, develop healthy living skills, teach to avoid high risk situations
MAINTENANCE	Continuation of desirable actions, or repeating periodic recommended step's	Assist in coping, reminders, finding alternatives, relapse prevention
RELAPSE	PART OF THE PROCESS	Determine the triggers and plan for future prevention

Three Components of MI Spirit



Collaboration	<ul style="list-style-type: none">• Working in partnership
Evocation	<ul style="list-style-type: none">• Draw out ideas and solutions from individuals
Autonomy	<ul style="list-style-type: none">• Decision making left to the person

Collaboration

- Working in partnership

Evocation

- Draw out ideas and solutions from individuals

Autonomy

- Decision making left to the person

MI Spirit & its Mirror

▶ Collaboration

▶ Evocation

▶ Autonomy

▶ Confrontation
&/or Directive

▶ Education

▶ Authority

Motivational Interventions

- ▶ Specific approaches are designed to support people in all stages of change
- ▶ Motivational interventions:
 - ▶ Pre-contemplation
 - ▶ Contemplation
 - ▶ Preparation
 - ▶ Action = Counseling stage. Attempts to do counseling with clients who are pre/contemplators leads to poor results

Characteristics of Motivational Interviewing

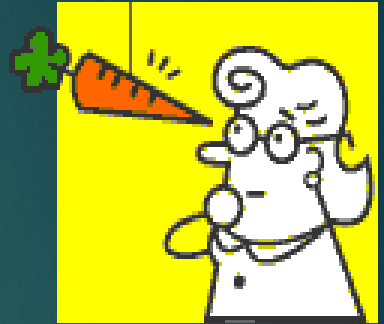
- Guiding, more than directing
- Dancing, rather than wrestling
- Listening, as much as telling
- Collaborative conversation
- Evokes from a person what he/she already has
- Honoring of a person's autonomy

Strategies To Elicit Change Talk

- Asking Evocative Questions
- Using Readiness Rulers
- Exploring the Decisional Balance
- Looking Back/Looking Forward
- Using hypotheticals
- Key Questions

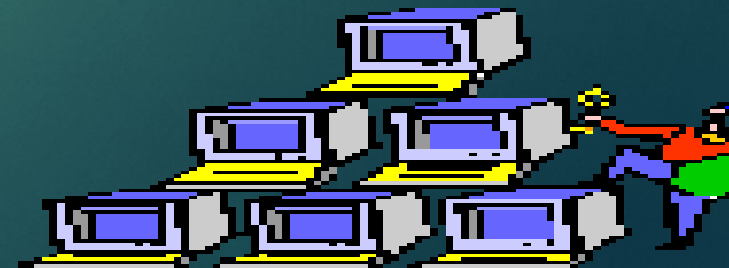
What do we know about Motivation?

- It is fundamental to change
- It fluctuates
- It can be modified
- It is influenced by external factors and social interactions
- It is very sensitive to interpersonal style
- There are internal and external sources
- We want to increase the probability of the person engaging in change behavior
- Motivating is an inherent part of our job



What is Ambivalence?

- I want to, but I don't want to
- Natural phase in the process of change
- Normal aspect of human nature, not pathological
- Ambivalence is key issue to resolve for change to occur
- It is our friend



Changing Extrinsic to Intrinsic Motivation

Changing because I want to

- Know and explore values
- Core value discrepancy motivates change
- Explore life goals; discrepancy between where the person is and where he/she wants to be
- Choice/Self Determination
- Reframing the person's negative statements

PRINCIPLES OF MOTIVATIONAL INTERVIEWING...

“AREDS”

- 🧩 A- Avoid Arguing
- 🧩 R- ROLL WITH RESISTANCE
- 🧩 E- EXPRESS EMPATHY
- 🧩 D- DEVELOP DISCREPANCY
- 🧩 S- SUPPORT SELF EFFICACY

Develop Discrepancy

- Difference between the person's core values and life goals and their health behavior
- Difference between where the person is now and where he/she would like to be in the future

Elicit client goals & values.

- ▶ Evaluate client's current state with regard to those goals & values.
- ▶ Emphasize the discrepancy between them.

- Best if the individual makes the argument for change.
- No *discrepancy* = No *ambivalence*...Ambivalence makes change possible.

PAYOFF MATRIX

about Drinking/Using

	Drinking as before	Abstaining
Benefits	<ul style="list-style-type: none">Helps me relaxEnjoy drinking with friendsEases boredom	<ul style="list-style-type: none">Feel better physicallyHave more \$Less conflict with family, work
Costs	<ul style="list-style-type: none">Hard on my healthSpending too much \$Might lose my job	<ul style="list-style-type: none">I'd miss getting highWhat to do about friendsHow to deal with stress

The ICR Scales :

- IMPORTANCE

How important is it for you to change right now?

- CONFIDENCE

If you decide to change, how confident are you that you could do it?

- READINESS

How ready are you to change right now?

MI Skills

“**AROSE**”

- **A**FFIRMATIONS
- **R**EFLECTIVE LISTENING
- **O**PEN ENDED QUESTIONS
- **S**UMMARIES
- **E**LICIT CHANGE TALK



Motivational Interviewing Skills: Shifting Focus



You can defuse resistance by helping the client shift focus away from obstacles and barriers. This method offers an opportunity to affirm your client's personal choice regarding the conduct of his own life.



Motivational Interviewing Skills: Siding with the Negative



One more strategy for adapting to client resistance is to "side with the negative"--to take up the negative voice in the discussion. If your client is ambivalent, your taking the negative side of the argument evokes a "Yes, but..." from the client, who then expresses the other (positive) side.

Motivational Interviewing Skills: Self-Efficacy



- ◆ The belief that one can perform a behavior or accomplish a particular task
- ◆ Belief in the possibility of change is an important motivator.
- ◆ The client is responsible for choosing and carrying out personal change.
- ◆ There is hope in the range of alternative approaches available.

Motivational Interviewing Skills: Expressing Empathy



- ◆ Empathy communicates acceptance, while supporting the process of change.
- ◆ Acceptance facilitates change.
- ◆ Clinician seeks to build up rather than tear down.
- ◆ Skillful reflective listening is fundamental to expressing empathy.

Motivational Interviewing Skills: Develop Discrepancy



- Motivation for change is enhanced when clients perceive differences between their current situation and their hopes for the future.
- Developing awareness of consequences helps clients examine their behavior.
 - ◆ A discrepancy between present behavior and important goals motivates change.
 - ◆ The client should present the arguments for change.

Resources:

- ▶ Cook, P., Corwin, M., & Bradley-Springer, L. (2013, August). *Motivational Interviewing and HIV: Reducing risk, inspiring change*. Retrieved from https://aidsetc.org/sites/default/files/resources_files/etres-441.pdf
- ▶ Edu Therapy Solutions. (2017). <http://edutherapysolutions.com/>
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- ▶ Rosengren, D. (2009). *Building Motivational Interviewing Skills: A practitioner workbook*.
- ▶ Shebib, B. (2014). *Choices: Interviewing and counselling skills for Canadians, Fifth Edition*.