Motivational Interviewing: What is it?

- "a person-centered counseling style for addressing the common problem of ambivalence about change"

Motivational Interviewing: What is it?

- Ambivalence – feeling two ways about behavior change; simultaneously wanting something and not wanting something; wanting both of two incompatible things
- Change Talk – statements made by the client that favor change
- Sustain Talk – arguments made by the client to maintain the status quo
- Arguments both for and against change already reside within the client

Ambivalence
Framing our discussion

Take a moment and think of a past or present client with whom you feel “stuck.”

- How do you think about this relationship?
- How does this impact your self-efficacy?
- How does this impact the dynamics that arise between you and this client?

The Righting Reflex

- “the desire to fix what seems wrong with people and set them promptly on a better course”

Traditional Helper Communication Styles: Directing

- Decide
- Determine
- Lead
- Manage
- Prescribe
- Take charge
- Tell

- What is helpful or unhelpful about this approach?

Traditional Helper Communication Styles: Directing
Resistance

– an experience of conflict between the client's and the counselor's view of the "problem or the "solution"; when the client experiences a lack or autonomy or freedom

Traditional Helper
Communication Styles: Following

Directing

- Decide
- Determine
- Lead
- Manage
- Prescribe
- Take charge
- Tell

Following

- Attend
- Be responsive
- Be with
- Go along with
- Observe
- Understand
- Value

- What is helpful or unhelpful about this approach?

Motivational Interviewing
Communication Style: Guiding

Directing

- Accompany
- Assist
- Collaborate
- Elicit
- Encourage
- Inspire
- Motivate
- Offer
- Support

Guiding

- Follow
- Lead
- Help

Following
Why would you want to make this change?
How might you go about it in order to succeed?
What are the three best reasons for you to do it?
How important is it for you to make this change, and why?

Summarize what the client has said (why change, best reasons, why change is important, what could make it successful) and then ask:

So what do you think you’ll do?

Switch roles and try again

MI Experiment #1

- Partnership – Counseling is done “for” and “with” the client; an active collaboration between experts; recognition that the counselor alone cannot produce change

What is your preferred metaphor for counseling: dancing or wrestling?

The Spirit of MI: Partnership

- Acceptance – honor the client’s absolute worth and potential; recognize client’s autonomy to choose his or her own way; use accurate empathy to understand the client’s perspective; affirm clients strengths and efforts

How does this relate to person-centered counseling and the Paradoxical Theory of Change?

The Spirit of MI: Acceptance
The Spirit of MI: Compassion

- Compassion – actively promoting the client’s welfare; giving priority to the client’s needs

Is it possible to have your mindset or heart in the wrong place as a counselor? How can self-interest interfere with rapport?

The Spirit of MI: Evocation

- Evocation – belief that clients possess wisdom, reasons for their behaviors, motivation, and resources, and that the task of the counselor is to call these qualities forth

Do you work primarily from a deficit-based model or a strengths-based model? How does this impact your work?

The Process of MI

- Engaging – developing a working alliance
- Focusing – developing a specific direction in the conversation about change
- Evoking – eliciting the client’s own motivations for change
- Planning – developing commitment to change and formulating a plan for action
Preparatory change talk
- Desire - Why would you want to make this change?
- Ability – How might you go about it in order to succeed?
- Reason – What are the three best reasons for you to do it?
- Need – How important is it for you to make this change, and why?

Evoking – DARN CATS

Mobilizing change talk
- Commitment, Action, Taking Steps: “So what do you think you’ll do?”

Evoking – DARN CATS

Open-ended questions
- Affirmations – notice and appreciate client strengths on an ongoing basis
- Reflections – especially with ambivalence, reflect both sides of the argument
- Summaries – link what has been said over time and use to transition to new tasks

Evoking - Skills
Questions to ask yourself:
- What are this person’s own reasons for change?
- Is the reluctance more about confidence or the importance of change?
- What change talk am I hearing?
- Am I steering too far or too fast in a particular direction?
- Is the righting reflex pulling me to be the one arguing for change?
- Are we working together with a common purpose?
- Am I remembering to evoke rather than prescribe a plan?

Evoking

Guide me to be a patient companion,
To listen with a heart as open as the sky.
Grant me vision to see through her eyes
And eager ears to hear her story.
Create a safe and open space where we may walk together,
Make me a clear pool in which she may reflect.
Guide me to find in her your beauty and wisdom,
Knowing your desire for her to be in harmony:
Healthy, loving and strong.
Let me honor and respect her choosing of her own path,
And bless her to walk it freely.
May I know once again that although she and I are different,
Yet there is a peaceful place where we are one.

-The MI Prayer


- http://www.motivationalinterview.org/index.htm

References & Resources