



A very brief introduction to
Motivational
Interviewing





Goals for today

- What Do You Want?

▀ I would like you to be able to....

Take something away from this
that you can use to help you help
your clients.



MI is an effective strengths-based way of talking with people about change (it has an evidence base).





▶ Mi is used in several kinds of Health Care Settings

Mental health/therapy

A&E

Drug and alcohol services

Diabetes clinics

Weight management

In conjunction with CBT

In relapse prevention (psychosis etc).

Stroke rehabilitation

Vaccine hesitancy

And non health care settings

- prisons and young offender institutions
- schools and colleges
- social and family work
- probation services
- employment services
- business management
- animal services

MI is not the best,
preferred or only
approach for
supporting
change

In a nutshell.....

MI conversations support people to make the best choices for themselves and help them build a way forward.



First thing.....

Partnership - 2 people working together

Acceptance - support the client's right to choose, value
who and where they are, express empathy

Compassion - you need to care

Empowerment - support autonomy

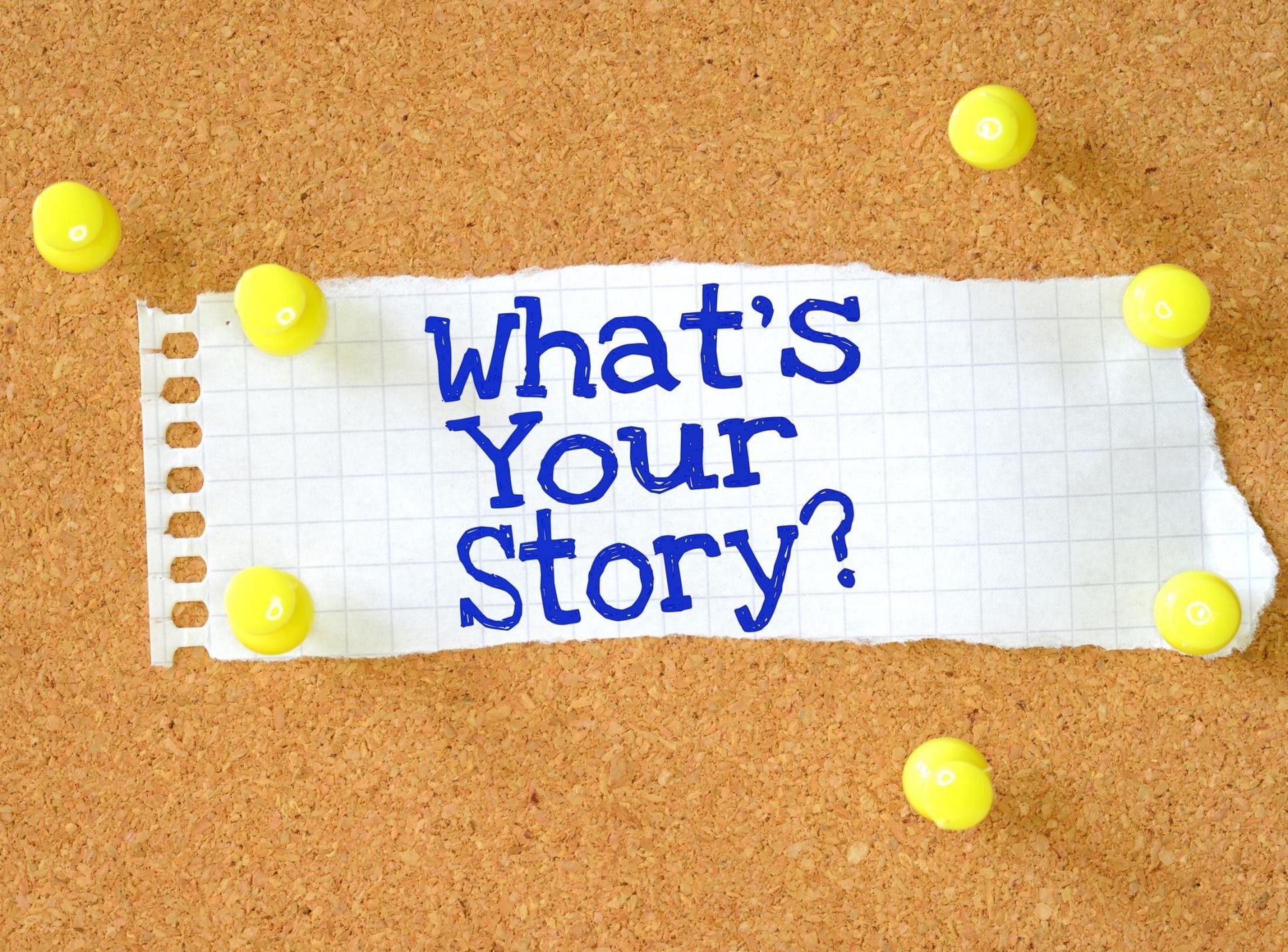
This is otherwise known as being in the **spirit** of MI **P.A.C.E**

Partnership



Partnership

- MI is done *for* and *with* someone not *on* or *to* them
- Two people trying to find a way forward
- Accept that people are where they are
- Let them know you get them (empathy - reflections are great for this)
- Work together



What's
Your
Story?

Next thing.....

A few skills -

OARS

- ▶ Open Questions
- Affirmations
- Reflections
- Summaries

Open Questions

- What is it like for you to be here?
- How are you making sure you get the most out of this?
- What might get in the way of you doing your best?

Affirmations

Acknowledging strengths
and achievements.

Not the same as praise.

Ideally get clients to affirm
themselves.

Affirmations

You have made the important decision to seek help.

This is the third time in treatment, you seem to really want things to be different.

Despite not being too keen, you have shown consideration to your family and agreed to come here.

Reflections

- Simple ones - repeating or paraphrasing client's own words
- More complex ones - expressing empathy by reflecting emotion rather than words.....

sounds heartbreaking, boring, frightening, draining, exhausting



- Double sided reflections

“On the one hand you say cocaine makes you better at your job and on the other hand, it has ruined other parts of your life”

always end the reflection on the “Change” factor.



Summaries

- Useful for pausing to regroup and check understanding.
- to round up what you have talked about so far.
- for summing up a session or a problem or what you have agreed between you.



Start then with the aim to
create a compassionate
partnership - two people
solving a puzzle.

TRAPS

What not to do

Ask too many questions

Be an expert/fixer/guru

Label

Blame

Give up/gloom

Focus too quickly

FOCUS
Focus



FOCUS

Hard to know how to get somewhere if you don't know where you're going

Work out what you need to work on – both horizon view (long term aim/s) and today (in this session).



What would you make the journey for?

Are we more motivated if we value the goal?

Would others make the journey for what you care about?

Would you make the journey for what others care about?

We are not likely to work hard for something unless we value it.

Partnership, focus then.....

Evoke “change talk”

- We evoke because people are more likely to be persuaded by what they hear themselves say. There is evidence for this in a seminal study by Daryl Bem (1972)
- Change talk is seen or heard when the client gives some sign or expression of questioning the status quo.
- Sometimes it is less about change and more about not liking the ways things are:

“I hate my life.”

It is the task of the MI listener to:

OPEN the opportunity for
change talk

AFFIRM change talk

REFLECT change talk

SUMMARISE change talk

EVOKE more change talk

and
ultimately.....commitment
language - "I really want to
have a go at this"

- 4 ways to evoke change talk

No. 1. Explore with OARS skills

Open Questions,
Affirmations, Reflections
and Summaries.

Potentially useful questions



- What makes you think that this may be an area of concern for you?
- How much does this concern you?
- What do you think will happen if you don't do something about it?
- What makes you think you may need to change?
- What kinds of things are upsetting/worrying your family/friends?
- What is it about your life that you would like to be different?
- What do you think is going on for you now that's causing you problems, or could cause you problems in the future?
- If we had three wishes right here, right now, what would you like to change?
- What encourages you to believe you can make these changes?
- If you did decide to have a go, what do you think might help you?

▀ 4 ways to evoke change talk

No. 2 Explore ambivalence.....

What is it? What are you ambivalent about?

Is there something you have been considering changing for a while but haven't quite got around to....yet?

What is getting in the way?



Ambivalence is.....

- Both wanting and not wanting something at the same time (maybe because of having to give something up to get it)
- Wanting something but thinking it's probably not possible
- Wanting two things that clash
- Knowing it's good for you but not sure if you want to make so much effort



- It is important to explore all sides of the ambivalence. What are the advantages and disadvantages of keeping things as they are?
- What are the disadvantages and advantages of changing the way things are?





When looking at the ambivalence, don't take sides even if the client is talking about behaviour that is a concern to you, such as using illicit drugs.

This does not mean that you have to agree with bad choices. It means that you do not judge.

Ask the client what they like about using drugs (overeating, gambling, gaming, drinking, etc), what it does for them, why they keep doing it.

Then you can ask about the other side of the story, the not so good side, the disadvantages.

And remember that you are also listening for change talk and opportunities to reflect it back so that they can hear their own motivational language.

- 4 ways to evoke change talk

No. 3. Examine the components of change:

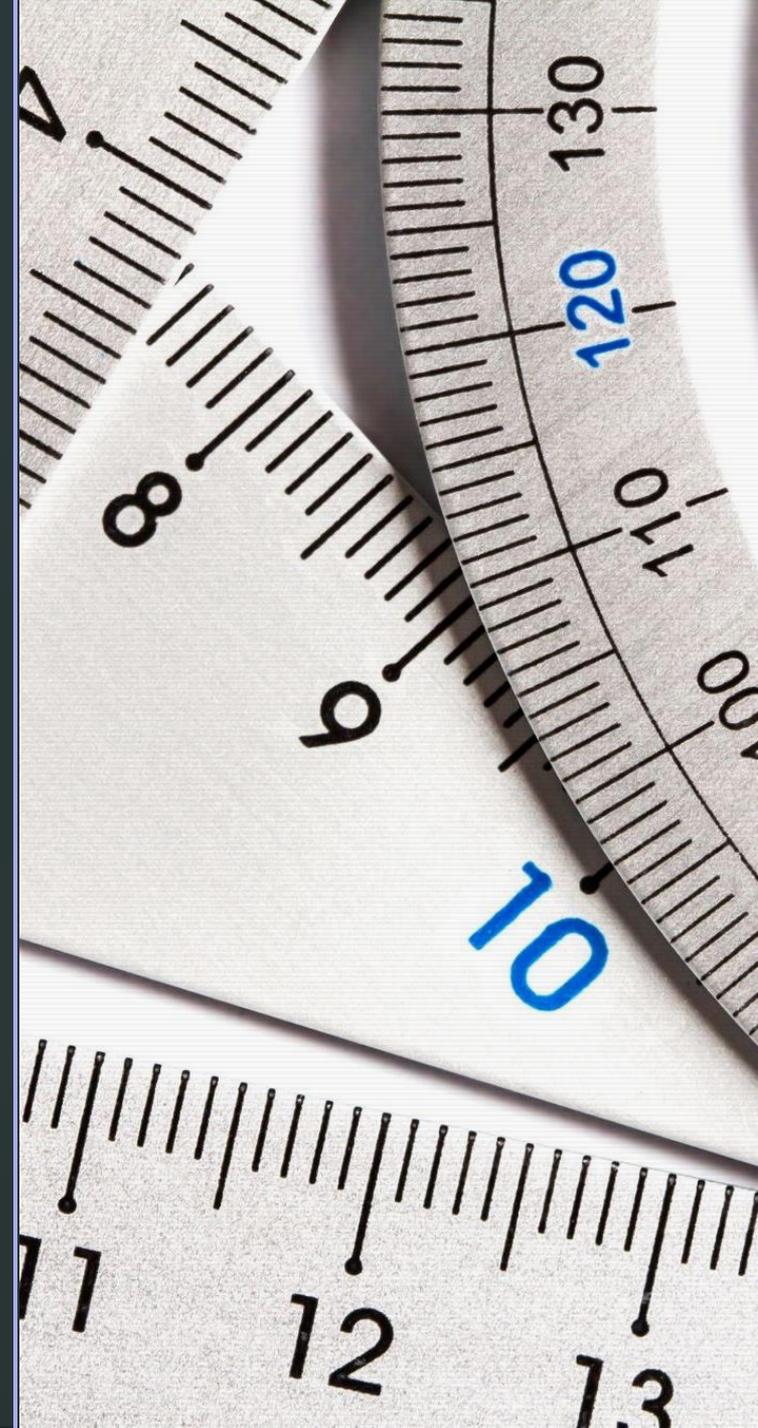
Desire. Ability. Reasons.
Need.

How Much Desire is there?

- What would be better if you made this change?
- How much would you like to reach this goal?
- When you imagine yourself hitting that target, what does it feel like?

Use change ruler

- On a scale of 1-10 - how much do you WANT this?
- On a scale..... how able do you feel?
- Tell me about REASONS - reasons not to - reasons to - on a scale of 1-10 how important is that to you?
- Tell me why you NEED to make these changes?



If clients feel unable to change?

Not feeling capable,
having no confidence,
not knowing how to
change or where to even
start

these are all serious
obstacles that get in the
way of a person's
progress





EVOKE

EVOKE their fears

EVOKE their hopes

Work together

What would help?

What do they need?

Work it out



4 ways to evoke change talk

NO. 4. Develop Discrepancy

Where is this person compared to where they want to be?

(values are important here)

What are they doing/not doing that stops growth?

Develop Discrepancy

- How does your drinking fit with what you want for yourself?
- Tell me what it's like to want one thing and feel stuck here in a very different place.
- If things stay as they are now, how do you think the next few months will pan out?

- ▀ Tread carefully - remember the earth is flat for some people.

You can't however push too far so long as you remain in the SPIRIT of MI.

*Partnership *Acceptance
*Compassion
*Empowerment.

Commitment language

We seek change talk and reflect it back encouraging stronger change talk and something that sounds more like

COMMITMENT

”I really want things to be different”

A close-up photograph showing a person's hand holding a pair of blue-handled scissors, cutting a small white rectangular piece of paper. The paper has the handwritten text "I can't do it" in black ink. The scissors are positioned diagonally across the paper, with the blades cutting through the word "it". The background is a blurred, light-colored surface.

I can't
do it

Recap so far:

- Work out what you need to work on
- Evoke change talk and commitment language
- **Plan**



PLANNING

THE PLAN MUST BE

REALISTIC



Realistic Plan

- What *can* you do?
- *How* can you do that?
- Where? When? How often?
Affordable?
- Any obstacles?
- Need anything else – info?

- ▶ After evoking - we can then provide info.....

If the client can't think of anything, we can make suggestions - but only with the client's permission

- Suggestions MI style

“You seem to be a bit stuck for ideas. Would you like me to tell you some of the things I know other people have tried?”

.....and then we evoke again

“What do you think of that idea?”

“How does that sound?”

“What’s the first thing you are going to do?”

Providing information and advice

- Always in spirit of MI – beware of traps
- Always emphasise personal control
- Only offer “asked for” information-there is a place for advice and information (permission and collaborative)
- If they ask what they should do, ask what they know, before giving response
- Give client opportunity to reject your suggestions- under sell and use tentative language – “Would you like me to tell you what others have...)?
- Make more than one suggestions - offer a menu of options, be aware of the expert trap
- Be tentative when offering suggestions and ask which options they would like to explore
- Evoke commitment language - what can you do today?

Timing is important

- MI can be used in brief conversations and weeks long interventions.
- The level of exploration will depend on how much time you have.
- Even if it's only 5 minutes - Partnership + Evocation - how would you like things to be? What do you think might help? How can we get the best out of this now? How can we make sure we get you what you need? I wonder what we can do to stop this happening again?

Work together to try and make thing different.

It's all in the delivery

- If you believe you and the client are equal in this - it will be a partnership.
- Use tentative language
 - maybe, perhaps, might, I wonder if....
- Be curious - get to know as much as you can

Two people working together to find out what is possible.



MI STYLE

- Friendly and collaborative
 - Empathic, reflective and clear
 - Empowering people - emphasising personal choice
 - Eliciting “change talk”
 - Exploring concerns, options and moving towards action
 - Providing information- with permission
- 



THE END

motivationalinterviewing.biz
misandyfrancis@gmail.com

