Motivational Interviewing
What is it?

Motivational Interviewing is a collaborative conversation style for strengthening a person’s own motivation and commitment to change.

- The style of Motivational Interviewing (MI) is one of guiding. This lies between the styles of directing and following.
- Ambivalence - what is it? Feeling two (or more ways about something) is actually a part of change. It is normal, not pathological.
- When we are directive and argue for change - persuade, lecture, insist an ambivalent person will “push back” and argue for non-change.
- We are persuaded by what we hear ourselves say. (Miller and Rollnick, p. 12-13)
Why Might this Approach be Useful for the College Student?

- Developmental issues:
  - Separation
  - Making Choices as an Adult
  - Peer relatedness
  - Sampling - healthy and non-healthy behaviors

The Spirit of MI

Attitude is (Almost) Everything

The Basic Principles Underlying the Spirit of MI

- Acceptance
- Collaboration
- Compassion
- Evocation
Four Components of Acceptance - These will be connected to the skills you use!

Affirmation Absolute Worth Autonomy Accurate Empathy

Your Favorite Teacher or Supervisor

• Think about your favorite teacher or supervisor. What were the characteristics he or she had that inspired you to learn and excel. Then, answer these questions:
  • What is his or her name?
  • What characteristics did he or she have?
  • What inspired you to do or be your best?
  • How did you respond to his or her efforts?

D. Rosengren, 2008

Four Foundational Processes

Planning Evoking Focusing Engaging
The Four Processes

- **Engaging**: the process of establishing a helpful connection and working relationship.
- **Focusing**: Process in which you become more specific about what is the topic of change, and a direction is maintained when moving toward that direction.
- **Evoking**: About eliciting the client's own motivations for change and lies at the heart of MI.
- **Planning**: Process is both establishing a commitment to change and a specific, concrete plan of action. (M and R, P. 36)

The Four Processes and the College student

Basic Ideas Regarding Engagement

- Engaging is the process of establishing a mutually trusting and respectful relationship.
- Beginning with an assessment INTERVIEW can result in passivity and diminish engagement.
- If someone needs personal change, directing them as an expert (giving lectures and advice) isn’t usually helpful.
Basic Ideas Regarding Engagement

- Other things that disrupt engagement:
  - Focusing too early on a goal
  - Making a case for a diagnostic label
  - Informal chat

So, what does promote engagement?

With curiosity and warmth...

- **ASK AND LISTEN**: Why are they here now? What do they want?
- How **IMPORTANT** is the goal(s) for the person?
- Be **WELCOMING**. Create comfort and safety
- Does the person know how you can help? **INFORM, PROVIDE PREDICTABILITY**
- Offer **HOPE**. Look for strengths, and opportunities for realistic self-efficacy

Goals and Values - Building Focus

- **Self-actualization** involves moving toward one’s natural, mature state. For many, such movement is motivating on some level.
- A values interview will help uncover one’s goals - what is important to someone and how is it expressed?
- To live with integrity is to live according to one’s own values.
- **DISCREPANCY** between one’s BEHAVIOR and one’s VALUES is a core motivator for change.
Goals and Values

- Self regulation is the ability to create a plan of one's own and to engagement in behavior that allows for the plan to be carried out.

- **CONFRONT** = come face to face
  - **DEVELOPING DISCREPANCY** between one's values and behaviors creates self confrontation.
  - Self-confrontation is more powerful than being confronted by someone else.

Focus

- **FOCUSING** provided one or more specific goals or intended outcomes that then provide direction for the consultation process.
- Focus can arise from the client, context or clinician
- Directing, Guiding and Following are consultation styles that all have different amounts of focusing.
- Focus can be very clear on one or more topics, or it might need to be explored further with an intention of building more specificity.

- **AGENDA MAPPING** - step back and consider with the client the next steps ahead.
- When session is more defuse, formulation - put puzzle pieces together in a meaningful way as a place to start.
The Circular Agenda

Focusing Exercise

- Take turns discussing concerns you have that are problematic for you.
- The speaker speaks of the problems and the listener, helps the speaker prioritize which of the problems should be an area of focus.
- When you have up to 4 circles filled in, switch roles and re-do the exercise.

Remember....

- Everyone is motivated toward something.
- Start where the action is.
- Explore the pre-action with respect, curiosity and equipoise.
Preparatory Change Talk: Desire, Ability, Reason, Need (DARN)
Commitment Change Talk: Commitment, Activation, Taking Steps (CAT)

Evoking Change Talk

- Sustain talk is the status quo. It is about keeping things the same, non-change.
  - "Weed isn’t a problem; it’s a natural herb."
- Change talk is about any utterance that states a desire, need, reason or ability to change.
  - "When I smoke weed, I notice that I can’t focus on anything.

We listen patiently to the sustain talk and find opportunities to bring forth (elicit) the change talk.

How to Evoke Change Talk

- As evocative questions - about ability, reasons, needs, desires, possibilities, steps taken, change achieved.
- If you decided you wanted to go back to school, how could you do it?
- What might be some good things that could come from taking meds?
- How important is it for you to lose weight?
- Reflect, affirm or summarize nuggets of change talk
How to Elicit Change Talk

- Importance ruler
- Ask about the best and worst scenarios of change vs. non-change
- Looking back
- Looking forward
- Exploring goals and values

Ways to Develop Discrepancy

- Ask what they already know. They know a lot, they appreciate us asking, and by stating what they already know, change talk will often emerge.
- Elicit-Provide-Elicit - important process in exchanging information.
- Provide feedback
- Exploring other peoples’ concerns
- Exploring goals and values
- Honoring autonomy - consistent with culturally sensitive, trauma-informed care.

Evoking to Planning

- How do we know someone is ready for change?
  - Increased change talk
  - Taking steps
  - Diminished sustain talk
  - Resolve
  - Envisioning
  - Questions about change
Testing the Water of Change

- Ask the client directly:
  - Would it be useful for us to start looking at where you might start?
  - Are you willing to talk about how you might do ------, or is this getting ahead of things?

Planning

- Recapitulation - Creating the Bouquet of Change Talk.
  - This is a transitional Summary of all the change talk that has been provided so far.
- Key Question - After the “bouquet”, this is “popping the question” around change:
  - So, where does all this leave you?
  - So what are you thinking about doing at this point?
  - So, what you do think you’ll do?
- Give pause - some individuals need to process before they speak, not during their speech.

Motivational Interviewing Techniques

- Can’t get anywhere without your OARS - this is how we develop empathy
  - Open ended questions
  - Affirmations
  - Reflections
  - Summaries
  - Providing Information and Advice
Literature


Websites

- [www.MotivationalInterview.org](http://www.MotivationalInterview.org) – Motivational Interviewing page from the Mid-Atlantic Technology Center
- [www.SAMHSA.gov](http://www.SAMHSA.gov) – Substance Abuse and Mental Health Services Administration
- [www.casa.unm.edu](http://www.casa.unm.edu) – University of New Mexico, Center for Alcoholism, Substance Abuse and Addictions