

***Tipping the Balance of Change
Motivational Interviewing Training
Session 1 – What is Motivational Interviewing?***

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Session 1 Participant Guide

1. Training Objectives

- ▶ Understand the basic premise of MI
- ▶ Discuss the stages of learning MI
- ▶ Understand behavior change science
- ▶ Discuss the spirit of MI
- ▶ The principles of MI
- ▶ Identify your own strengths and learning needs

2. What is Motivational Interviewing?

Motivational Interviewing is a

- client-centered
- goal-oriented
- guiding method

of communication and counseling to elicit and strengthen motivation for change.

3. The MI Process Triangle

(see handout)

4. 8 stages of learning MI

- ▶ Spirit of MI
- ▶ OARS
- ▶ Recognizing change talk
- ▶ Elicit and strengthen change talk
- ▶ Roll with resistance
- ▶ Develop a change plan
- ▶ Consolidation of plan
- ▶ Skill blending

5. The primary goals of MI are to:

- ▶ Minimize resistance
- ▶ Elicit change talk
- ▶ Explore and resolve ambivalence
- ▶ From the client's perspective, create and amplify a discrepancy between current behavior and his or her broader goals and values
- ▶ Nurture hope and confidence

6. "Motivation is not linked to education"

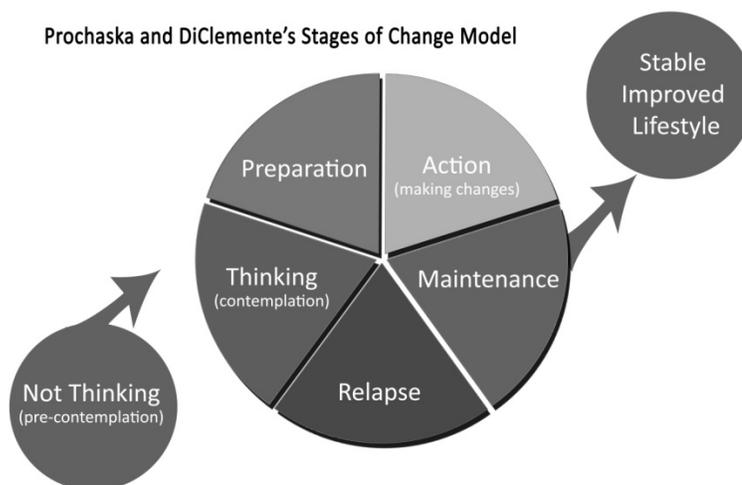
Steven Berg-Smith, MI trainer

Education gives advice and tools AFTER the motivation is found.
MI is *mining* for the motivation so the education is accepted.

7. The Michelangelo Belief

The capacity and potential for change and adherence is within every person

8. Stages of Changes Diagram



9. Counselor's Motivational tasks

- ▶ Precontemplation – raise doubt, increase the client's perception of risks and problems with current behaviors
- ▶ Contemplation – tip the balance of ambivalence in the direction of change, elicit reasons for change and risk of not changing increase the client's perception of risks and problems with current behaviors
- ▶ Preparation – help identify and select the best course of action toward change, brainstorm
- ▶ Action – help person take steps toward change, encourage and give positive reinforcement
- ▶ Maintenance – provide relapse prevention skills, encourage and affirm

10. Ambivalence

Not the same as resistance

- ▶ When a person sees two sides of the story and hears two voices
- ▶ Weighing the option of change vs. no change
- ▶ With an ambivalent person, if the interviewer takes the side for change the patient will automatically take the side for no change and visa versa.

11. Simply put, what is MI?

Making known what is already known

A conversation in which the client makes their own arguments for change.

12. The Spirit of MI

- ▶ Empathic
- ▶ Warm and friendly
- ▶ Non-judgmental
- ▶ Collaborative
- ▶ Respectful
- ▶ Evocative and eliciting
- ▶ Hopeful
- ▶ Supports Autonomy
- ▶ Individualized

13. The Principles of MI

- ▶ Develop a discrepancy
- ▶ Allow freedom of choice
- ▶ Acceptance
- ▶ Support self-efficacy
- ▶ Roll with resistance

14. “The paradox of change: when a person feels accepted for who they are and what they do - no matter how unhealthy - it allows them the freedom to consider change rather than needing to defend against it.”

Stephen Berg-Smith

15. “Resistance can be a by-product of how someone is talked to. Our attitude, manner, tone and style are our best resources to support change in others.”

Dr. Wm. Miller

16. NO FIXIN’!!

Resist your own righting reflex. Resist the need to:

- ▶ Fix things
- ▶ Set someone straight
- ▶ Get someone to face reality

Thank you for attending Session 1.

Session 2 will take place August 20th from 9-10:30am.

MI Training objectives are:

- Review of MI basics
- Start with O.A.R.S training
 - Open Ended Questions
 - Affirmations
 - Reflective listening
 - Summarizing
- Identify your own strengths and learning needs

