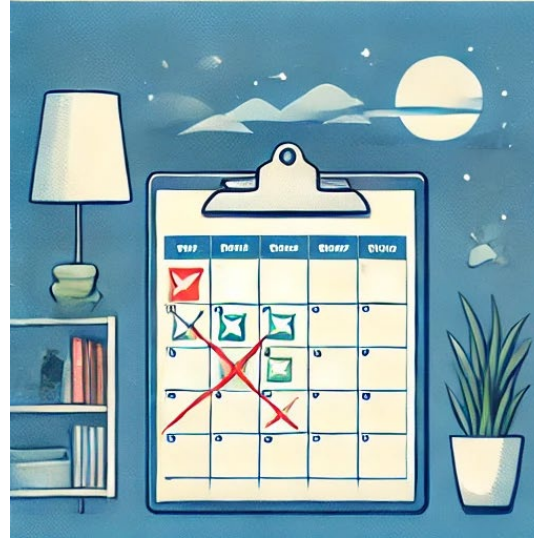


# A Taste of MI

A brief overview of Motivational Interviewing

# Time to change!

*Because I know what  
is right for you!*

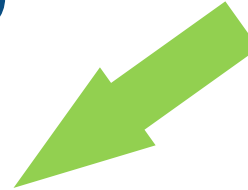


# Mystery Of Change

You would think that  
being given an  
opportunity to escape  
poverty would be  
incentive to work



You would think that  
easy instructions for  
next steps would insure  
consumer follow-  
through



You would think that  
being pregnant would-  
be enough reason to  
stop drinking and  
drugging



But it doesn't always  
happen...

# Ambivalence



**All change contains an element of ambivalence**



**Resolving ambivalence in the direction of change is a key element of motivational interviewing**

# Motivational Interviewing

# What is Motivational Interviewing?

**Motivational Interviewing** is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.

# Fighting The Righting Reflex

## We must resist the “righting influence”

- Why don't you want to make a change?
- How can you tell me you don't have a barrier?
- What makes you think you are not at risk?
- Why don't you just... Why can't you...

## Why doesn't this approach work?

- The speaker and listener act out ambivalence
- If **YOU** are the one arguing for change, you are in the wrong chair.

# Thomas Gordon's 12 Roadblocks

1. Ordering, directing

2. Warning, threatening

3. Giving advice, suggestions,  
providing solutions

4. Persuading with logic,  
arguing, lecturing

5. Moralizing, preaching

6. Judging, criticizing, blaming

7. Agreeing, approving, praising

8. Shaming, ridiculing

9. Interpreting, analyzing

10. Reasoning

11. Questioning, probing

12. Withdrawing, distracting,  
humoring, changing subject



# Motivational Interviewing Assumptions

Ambivalence about  
change is normal.



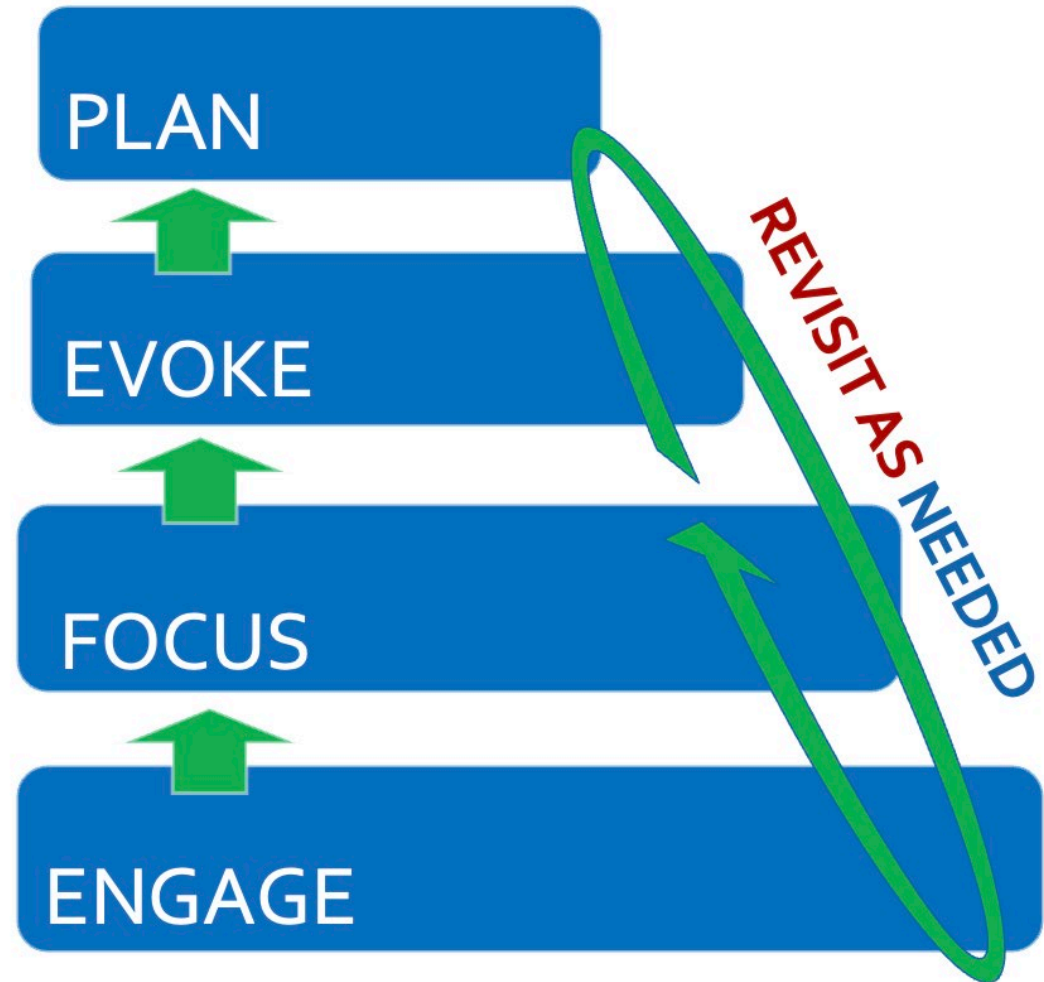
Ambivalence can be  
resolved by working with  
**intrinsic** motivations and  
values.

# Motivational Interviewing Spirit

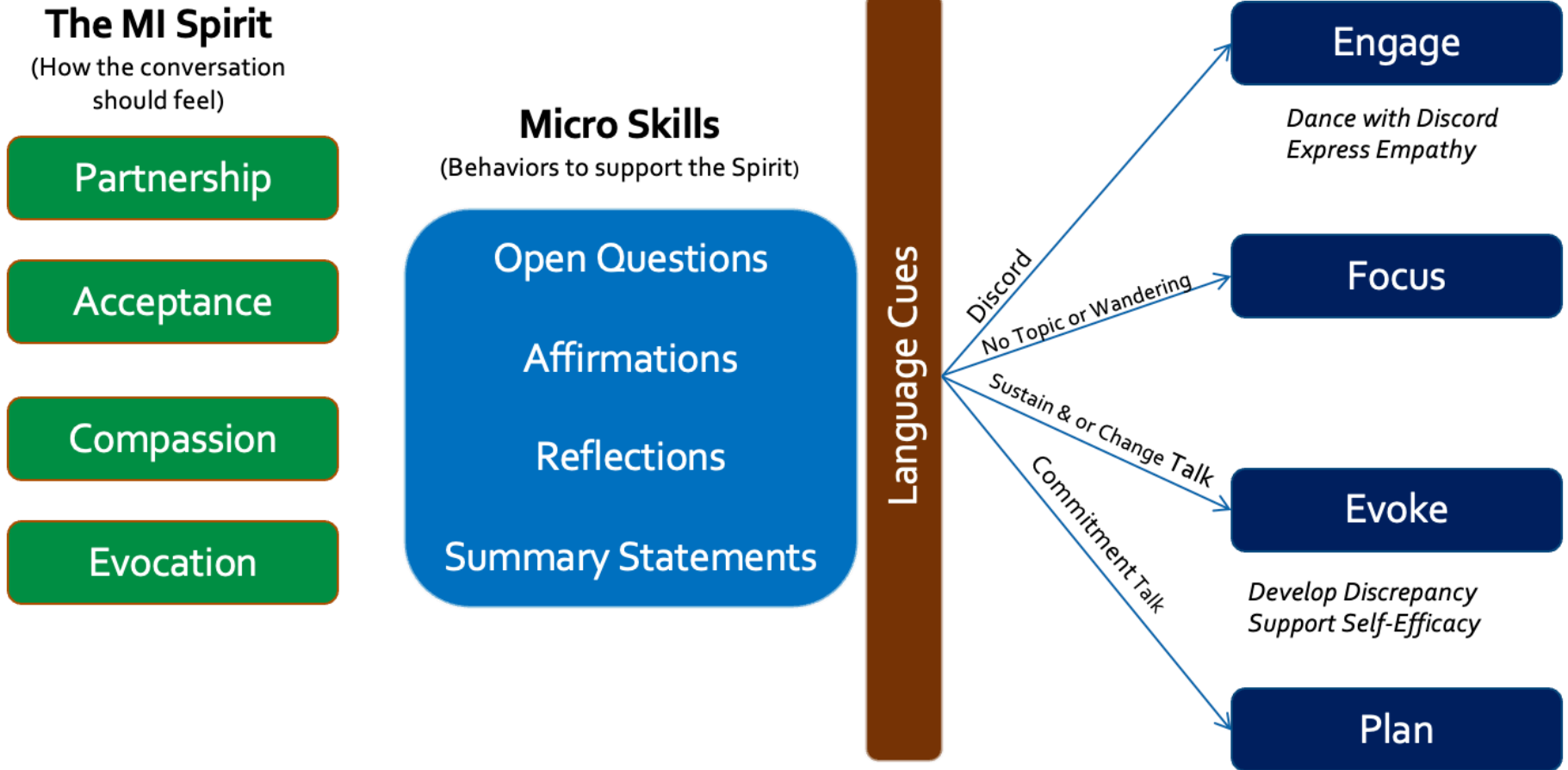
*Without its core spirit, MI risks becoming manipulation—guiding clients toward choices they don't want, mirroring the righting reflex.*



# The Four Processes of Motivational Interviewing



# Overview of MI Strategy



# Empathy Through Reflection



# Developing Discrepancy

Understanding client goals and values and amplifying the discrepancy between current behaviour and those personal goals

# Discrepancy

- Understanding what a person values helps us understand what motivates them.
- Change occurs when a person perceives a significant discrepancy between important goals or values and the status quo.

*Miller and Rollnick*



# Developing Discrepancy

(1)



You've told me that having financial stability and a sense of purpose are really important to you. How does your current unemployment fit into that?

Honestly, it doesn't. I feel unproductive, and I hate relying on others for money. But working right not seems like too much.



# Developing Discrepancy

(2)



# Developing Discrepancy

(3)



# Dancing With Discord

**Discord** is a breakdown in the working. It occurs when the client feels misunderstood, pressured, judged, or resistant to the conversation, leading to disengagement or defensiveness.

# Discord

*(Not MI Compliant!)*



# Dancing with Discord Example



# Supporting Self-Efficacy

**Self-efficacy** refers to a person's belief in their ability to make and sustain changes in their behavior. It is a core principle of MI, as clients are more likely to act when they feel confident in their capacity to change.

# Supporting Self Efficacy



# Change Talk

Any statements made by a client that indicate a desire, ability, reason, or need for change. It represents the client's own motivation to move toward a positive behavioral shift. Change talk is a key focus in MI because it signals readiness and commitment to change.



# Change Talk Key to Motivational Interviewing

- The amount of change talk and strength of that talk can be influenced in MI
- The more change talk, the more likely the person is to change
- The increased attention and encouragement of change talk is at the core of MI

# Using Those DARN CATS

*Consider a change you  
would like to make in  
the next six months and  
ask yourself:*



**D:** Why **do you want** to make this change?

**A:** How might you be **able** to do it?

**R:** What is one good **reason** for making the change?

**N:** Why do you **need** to make this change?

**C:** What do you **intend** or **plan** to do?

**A:** What are you **ready** or **willing** to do?

**T:** What have you **already done**?

# Hearing Change Talk

## Preparatory Change Talk

### **D**esire

- *I want to...*

### **A**bility

- *I can...*

### **R**eason

- *I should  
because...*

### **N**eed

- *I must...*

## Mobilizing Change Talk

### **C**ommitment

- I might...
- I'll try...
- I will...

### **A**ctivation

- I'm ready to...

### **T**aking steps

- I will...

# Asking DARN Evocative Questions

*Increasing motivation  
through questioning*

## Desire

- Tell me what you don't **like** about being unemployed
- How do you **want** your life to look a year from now?
- What do you **hope** for in your future?

## Ability

- What do you think you might be **able** to change?
- How **confident** are you that you can make this change?
- Of the various options you've explored, which looks most **possible**?

# Asking DARN Evocative Questions

*Focusing on Reasons  
and Needs*

## Reasons

- What is the ***downside*** of being unemployed?
- What could be some of the ***advantages*** of taking your medication?
- What are the ***three best reasons*** for completing your GED?

## Need

- How ***serious*** does this feel to you?
- What do you think ***has*** to change?
- How ***important*** is it for you to meet the requirements of your probation?

# Responding to Change Talk

## E.A.R.S.



**E: Elaboration** - Ask for elaboration, more detail, in what ways, specific examples

**A: Affirm** - Express appreciation or admiration

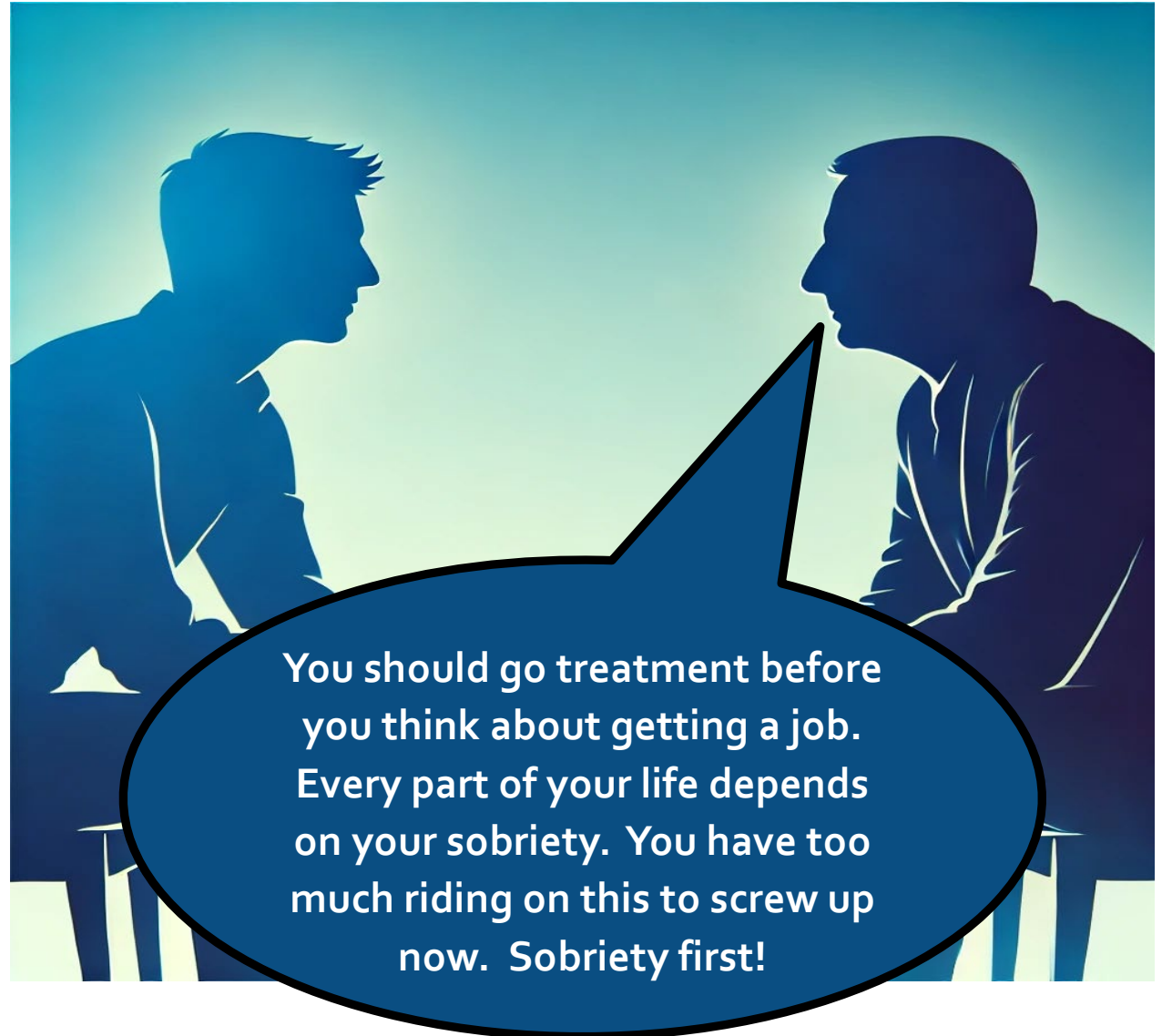
**R: Reflection** - Simple, Complex

**S: Summarize** - Collect and focus the change talk

# Other tools of MI

Tools to guide the conversation.

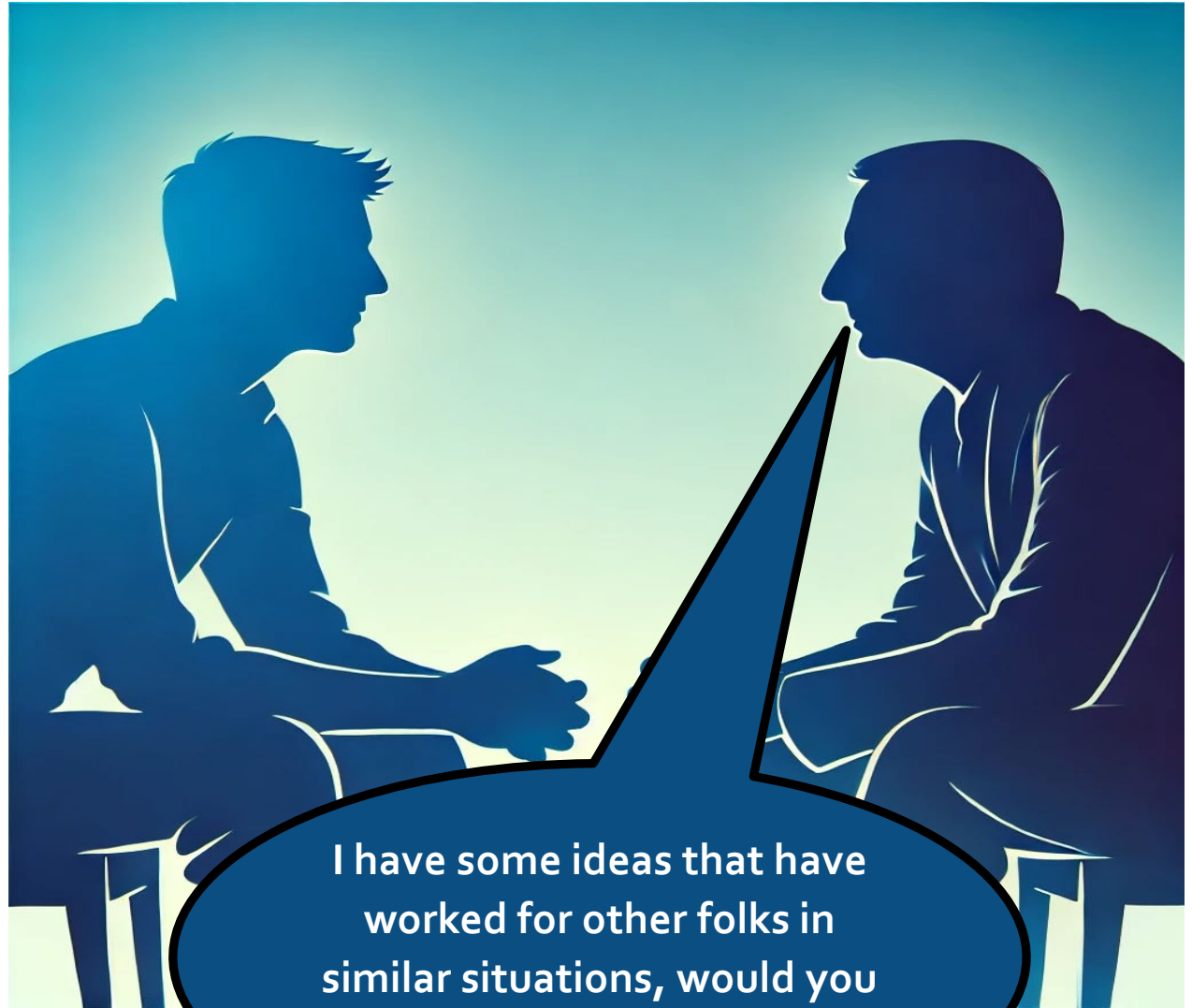
## When You Need to Advise (Wrong Way)





# Elicit Advise Elicit

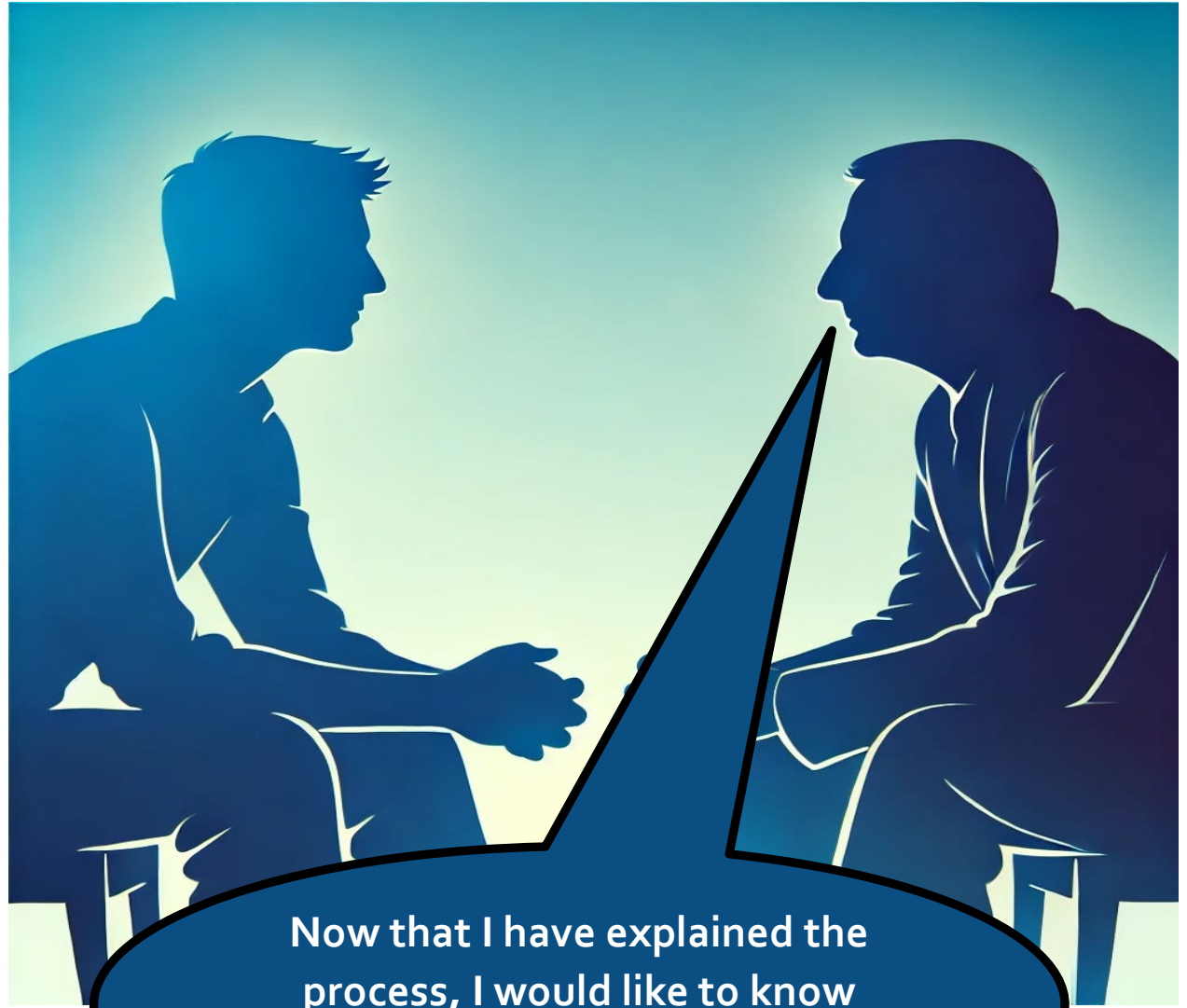
*Begin by asking permission*



I have some ideas that have worked for other folks in similar situations, would you be interested in hearing more?"

# Elicit Advise Elicit

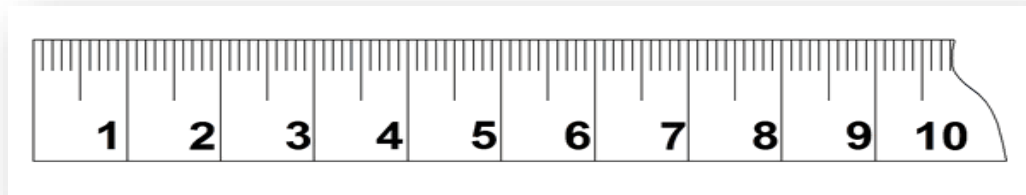
*End by encouraging a  
response*



Now that I have explained the  
process, I would like to know  
what you think about what I have  
shared.

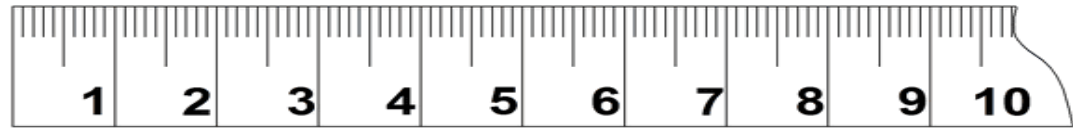
# Importance Ruler

## Evoking change talk



- On a scale of 1-10, how important is it for you to take this first step?
- And why are you a \_\_\_\_ and not a lower number?

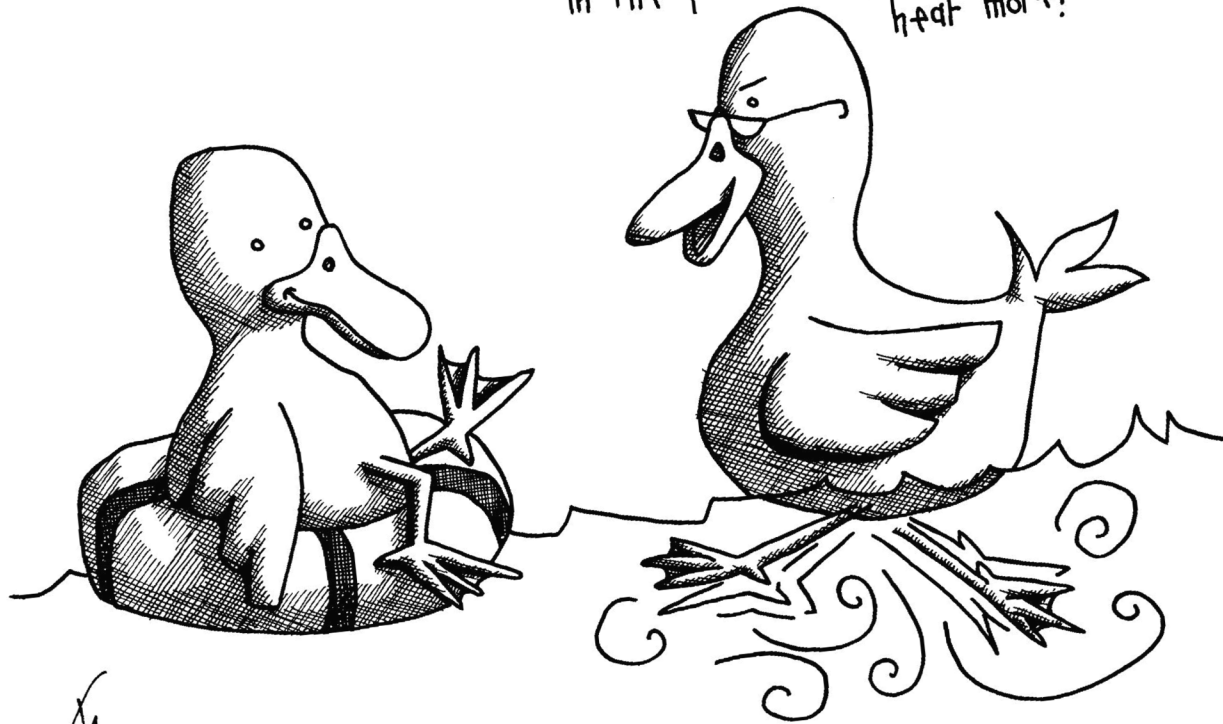
# Evoking confidence talk



- On a scale of 1-10, how confident are you that you can take this first step?
- And what would it take to go from a \_\_\_\_ to a \_\_\_\_ (higher number)?

Confidence  
Ruler

you've worked successfully  
in the past? I'd love to  
hear more!



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Thank You