



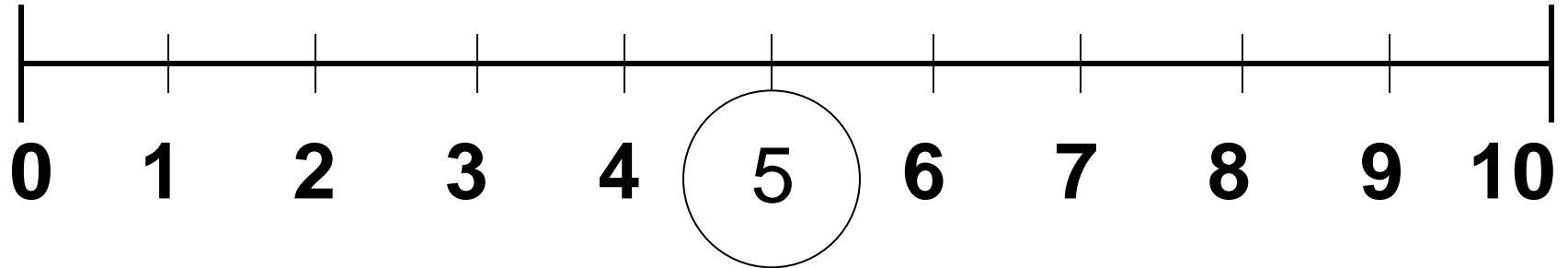
Motivational Interviewing in Action: *An Experiential Overview*

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A.I.M. for Change
(Awakening Inner Motivation)
San Francisco, CA, USA

Motivational Interviewing in Action!

- **One new idea**
- **↑ Confidence**

Confidence...



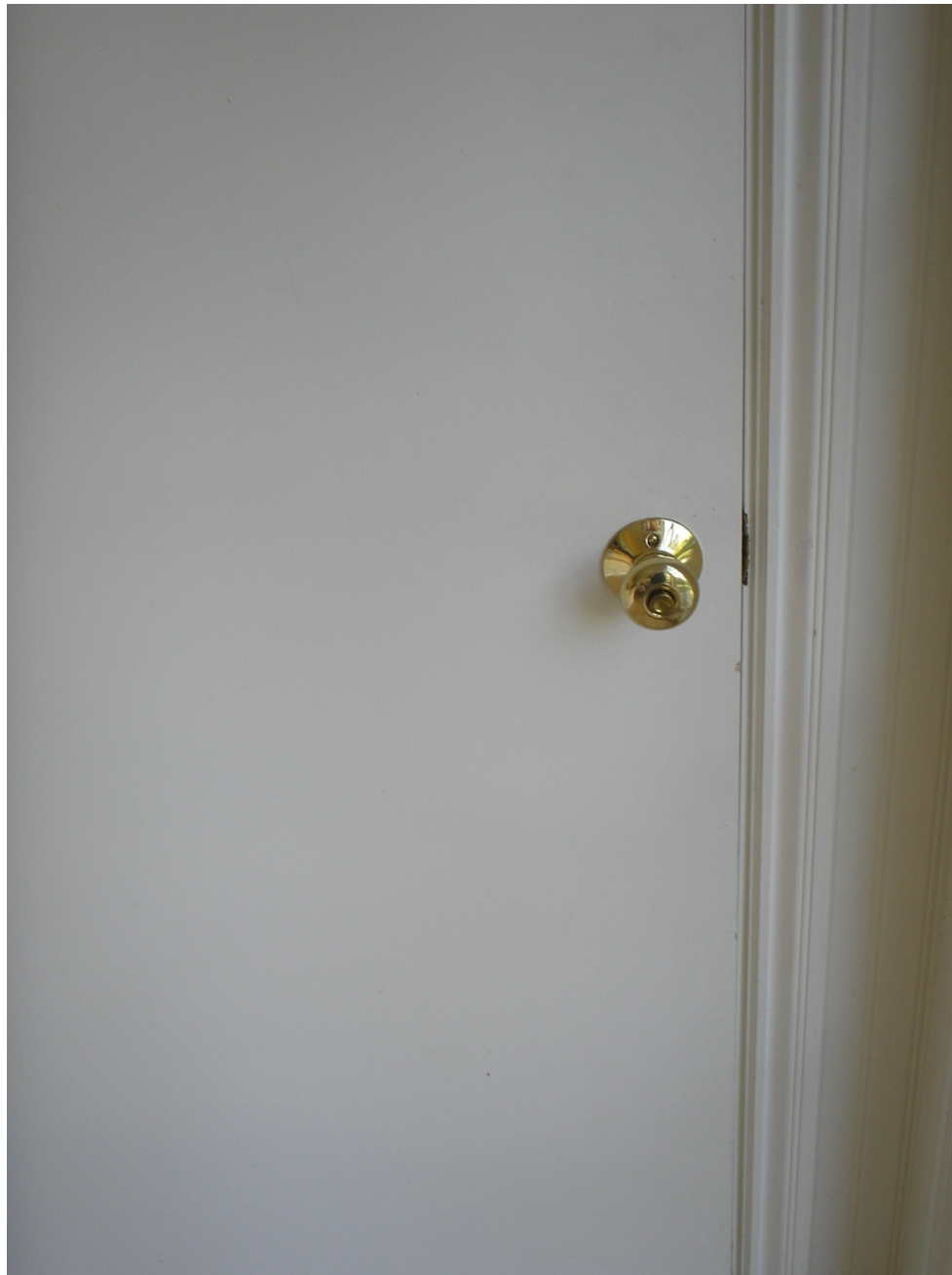
Dancing not Wrestling




Motivational Interviewing:

“A style of communication designed to bring out the other persons motivations to change.”

- Bill Miller (*MI Elevator Speech*)







“In some ways MI is simple, but mastering it is neither quick nor easy.”


- Miller & Rollnick, 2009

“Developing proficiency in MI is like learning to play a musical instrument. Some initial instruction is helpful, but real skill develops over time with practice, ideally with feedback and consultation from knowledgeable others. As with other complex skills, gaining proficiency in MI is **a lifelong process.**”

- William Miller, 2008

R.E.A.L

- **Respect**
- **Empathy**
- **Active Collaboration**
- **Listening**



**What do you
love about
your work?**

Listen with:

- Presence
- Undivided Attention
- Eyes, ears, and heart
- Acceptance
- Curiosity
- Delight
- Silence!
- **Encouragers**: (e.g., mm-hmm, I see, go on, oh, really, right, no way, what else, wow, **tell me more**...)

Summarize



Ask: “Did I get it all?”

Ask Permission: *“May I share with you some feedback?”*

RESPECT



Control & Choice!



**Extend
gratitude!**

Thank you...

Common Human Reactions to Being Listened to

- Understood
- Want to talk more
- Liking the clinician
- Open
- Accepted
- Respected
- Engaged
- Able to change
- Safe
- Empowered
- Hopeful
- Comfortable
- Interested
- Want to come back
- Cooperative

Interpersonal Style

- Empathic
- Warm & friendly
- Compassionate
- Collaborative
- Accepting
- Respectful
- Optimistic
- Eliciting & Listening
- Honoring of autonomy & choice



Style

is everything!

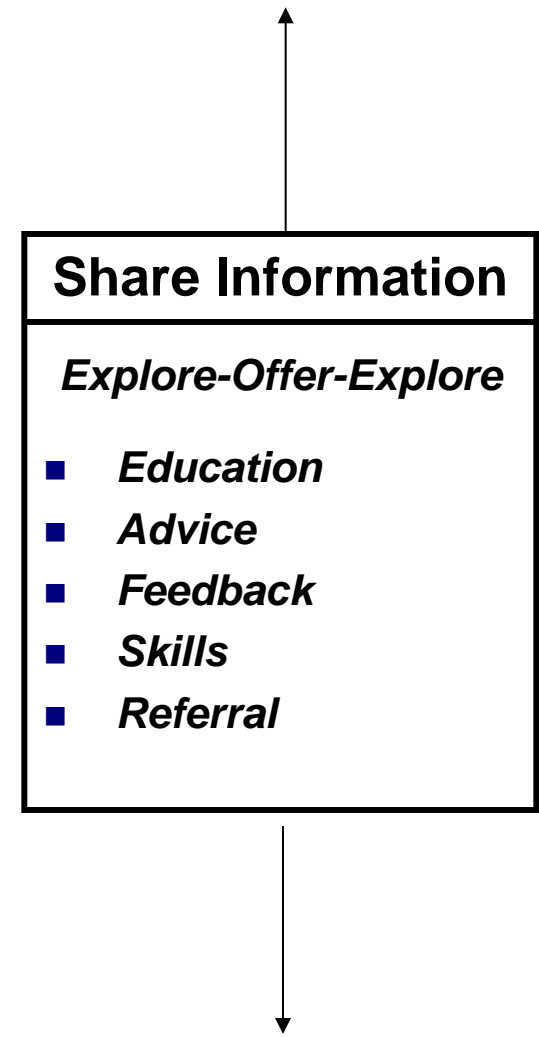
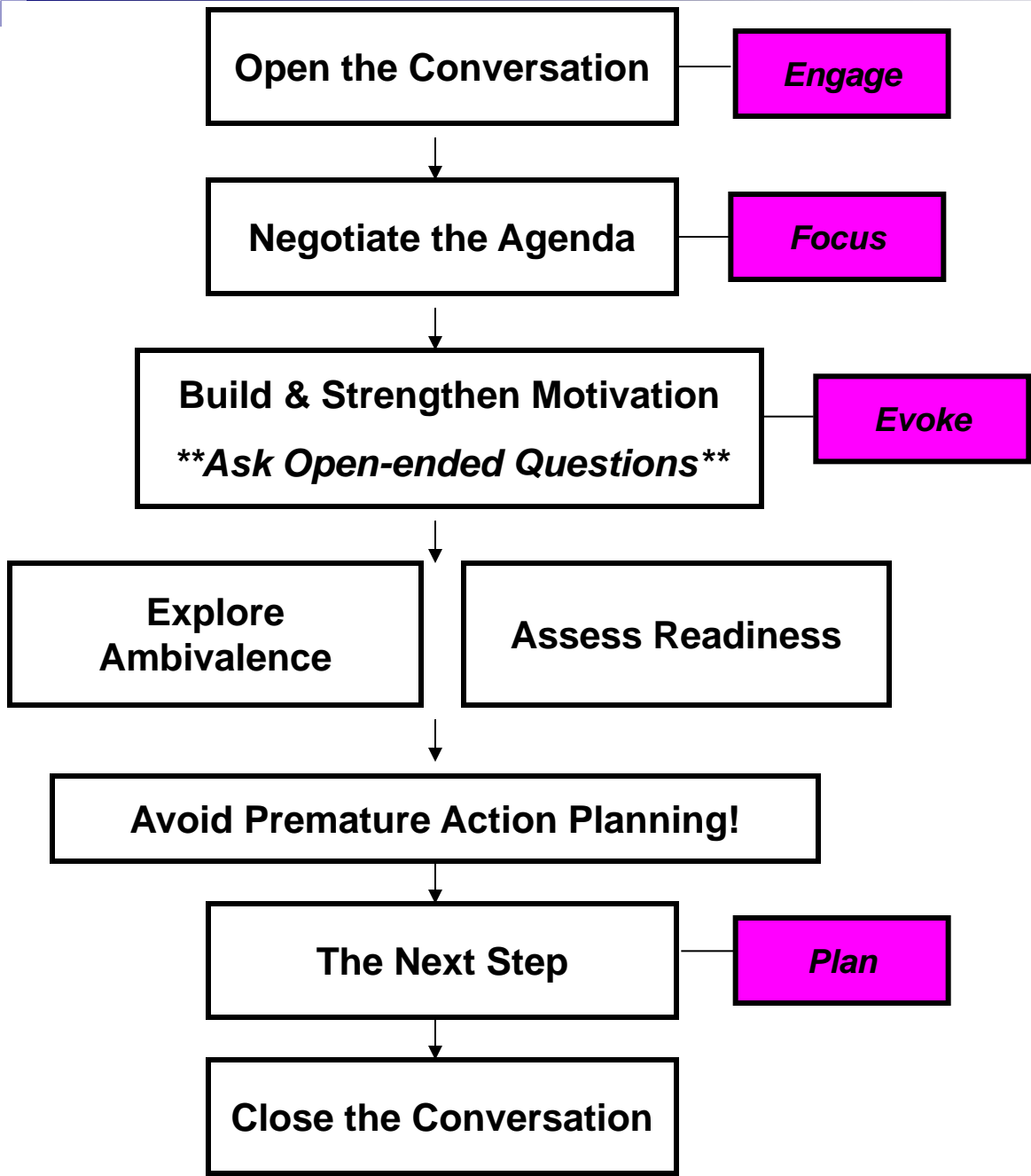
The 4 Processes of MI

- Engage

- Focus

- Evoke

- Plan



Open the Conversation

Engage

Negotiate the Agenda

Focus

Build & Strengthen Motivation
****Ask Open-ended Questions****

Evoke

Explore Ambivalence

Assess Readiness

Avoid Premature Action Planning!

The Next Step

Plan

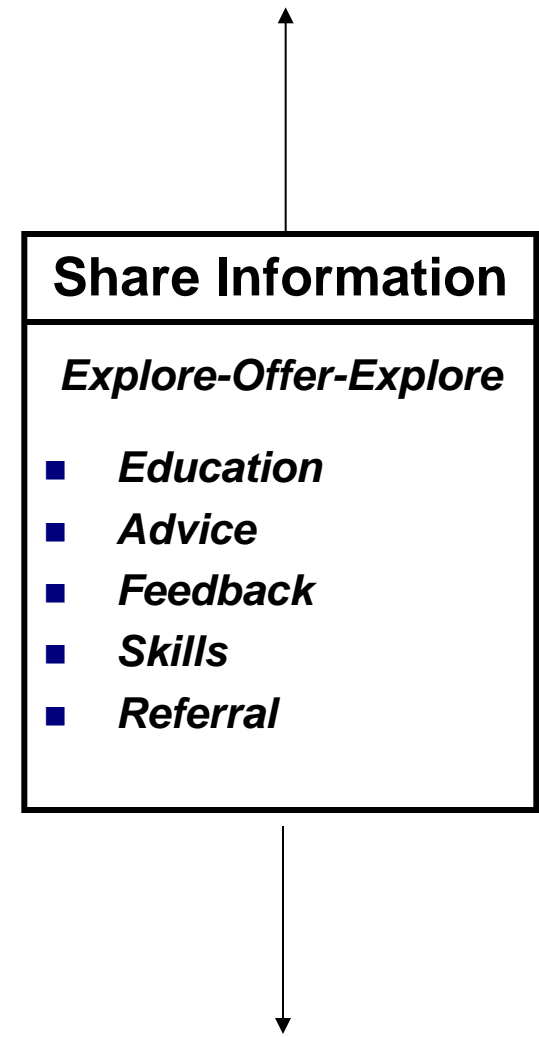
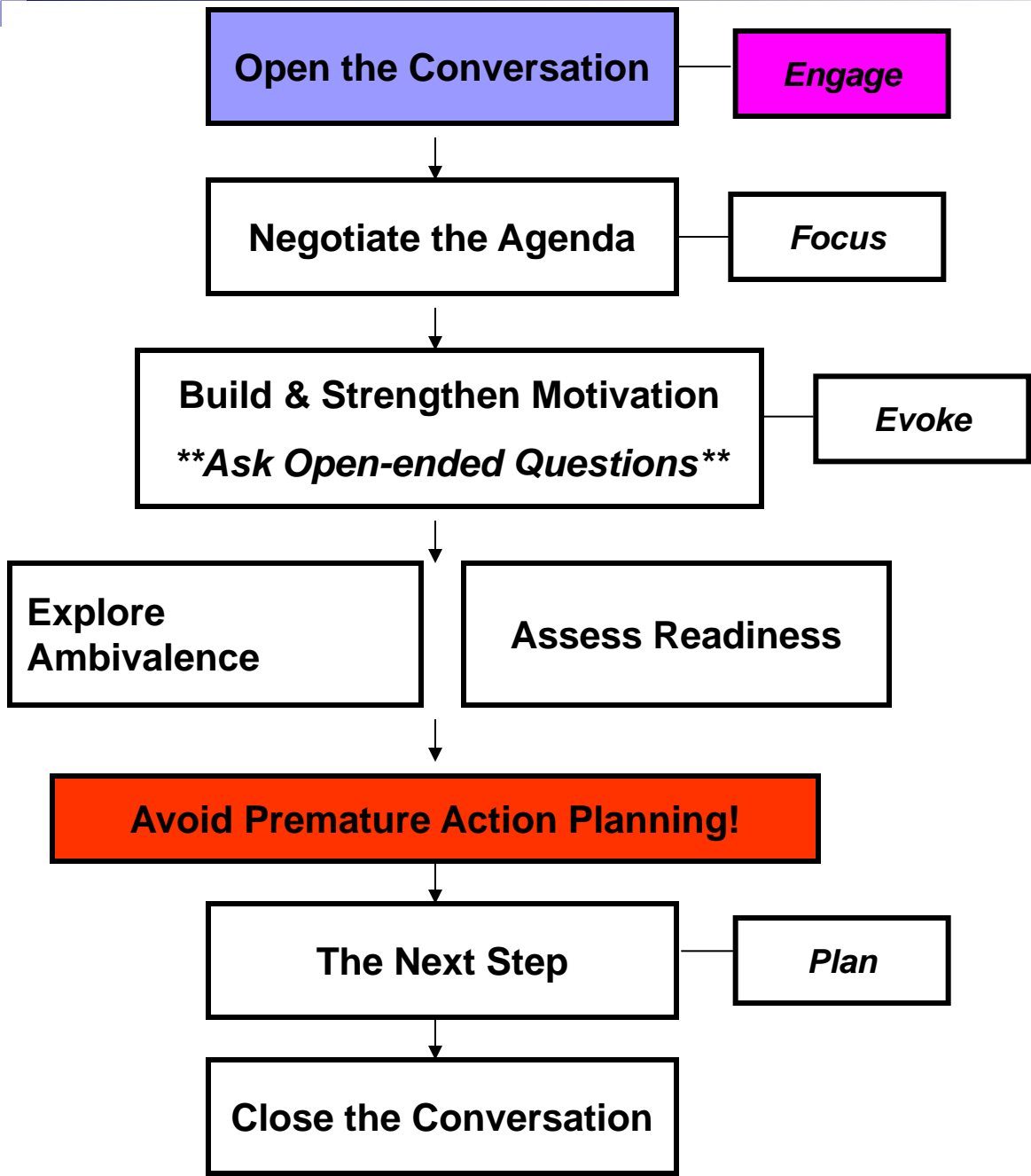
Close the Conversation

Share Information

Explore-Offer-Explore

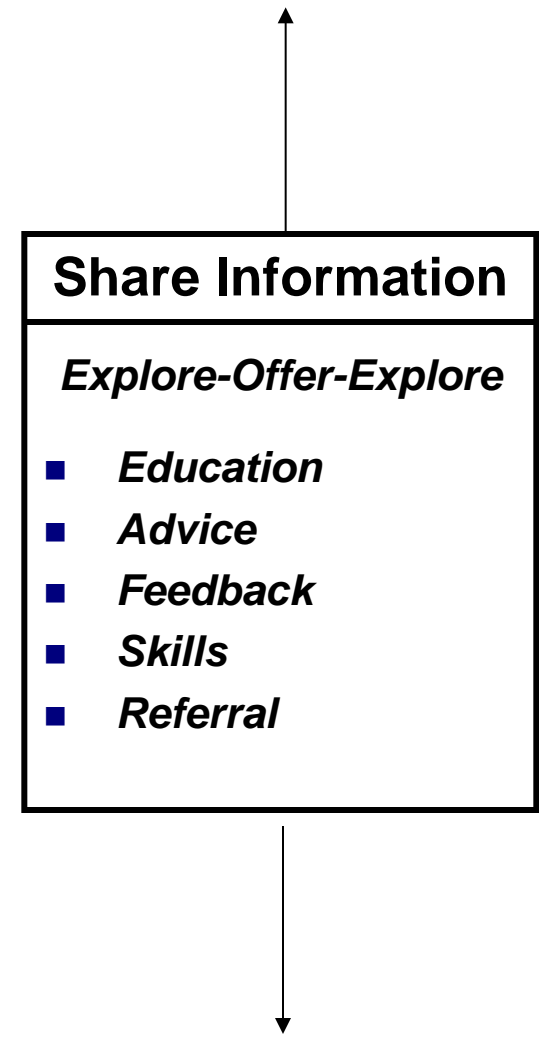
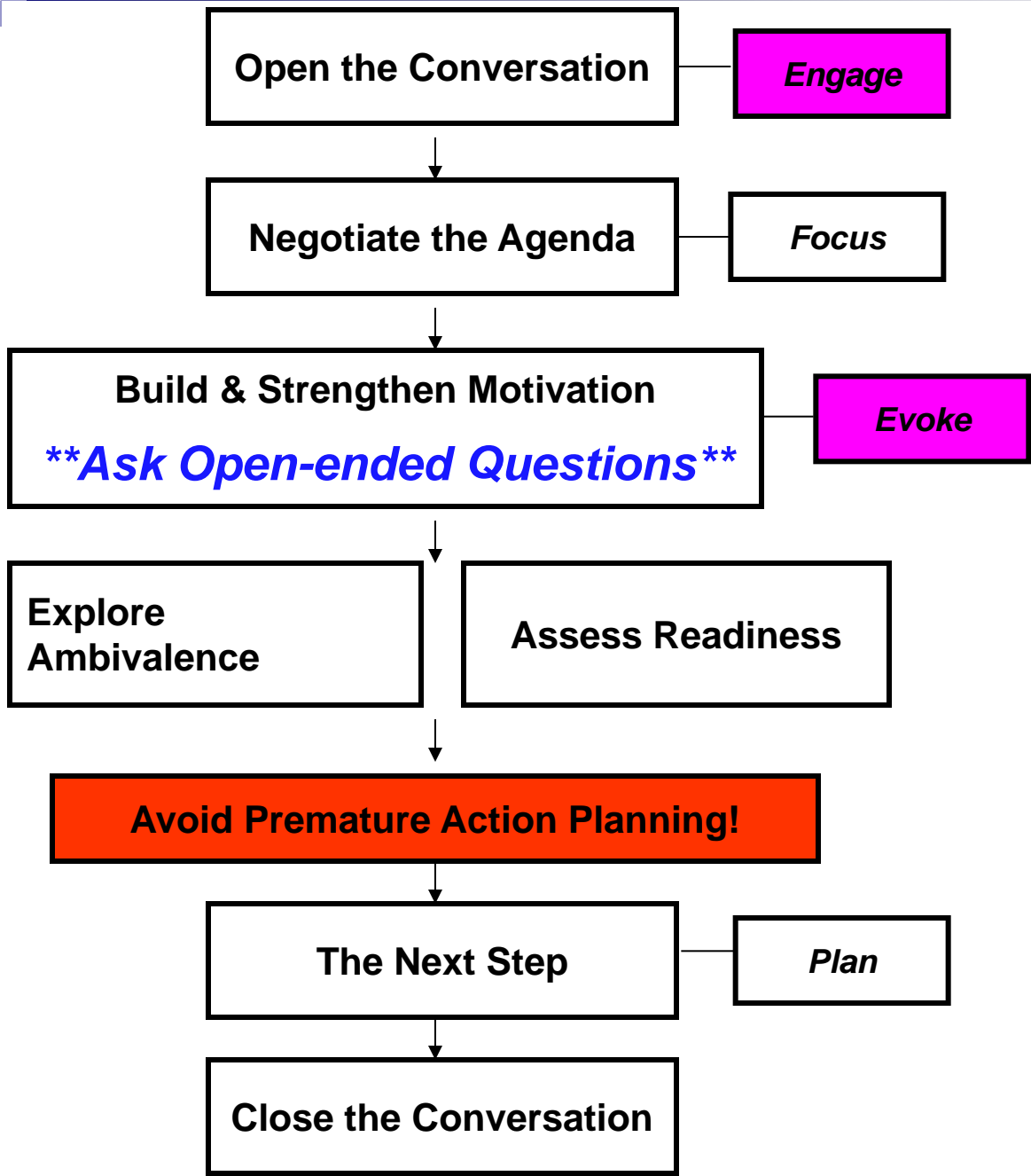
- *Education*
- *Advice*
- *Feedback*
- *Skills*
- *Referral*





Open the Conversation

- **Warm, friendly greeting (smile!)**
- **Name**
- **Role**
- **Time**
- **Ask permission**



Open-ended Questions

- **Open-ended questions encourage the client to give voice to their thoughts, feelings, experiences, opinions, values and motivations!**

Open the Conversation

Engage

Negotiate the Agenda

Focus

Build & Strengthen Motivation

****Ask Open-ended Questions****

Evoke

Explore
Ambivalence

Assess Readiness

Avoid Premature Action Planning!

The Next Step

Plan

Close the Conversation

Share Information

Explore-Offer-Explore

- *Education*
- *Advice*
- *Feedback*
- *Skills*
- *Referral*

**Physical
Activity**

Smoking

**Healthy
Eating**

Relationships

Safety

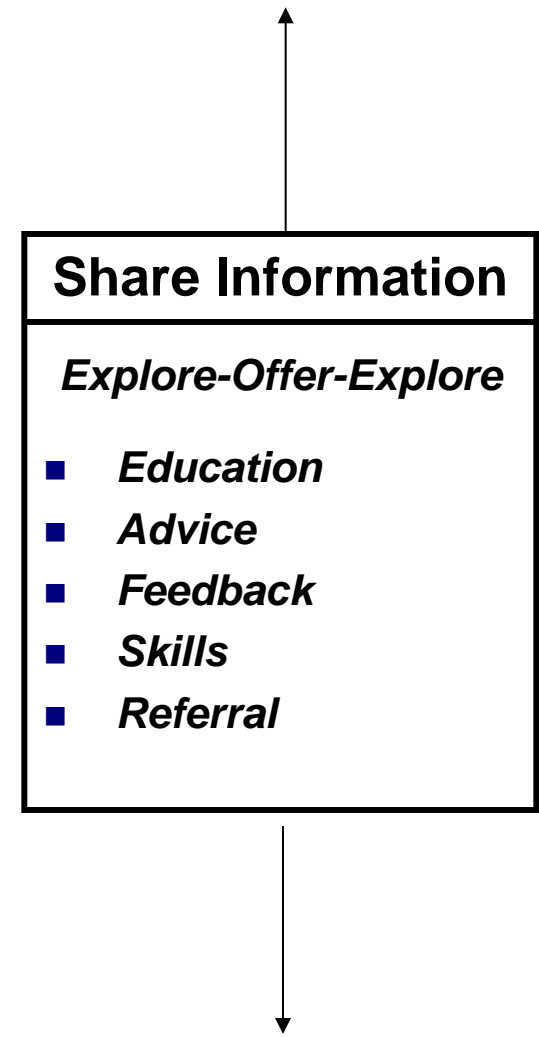
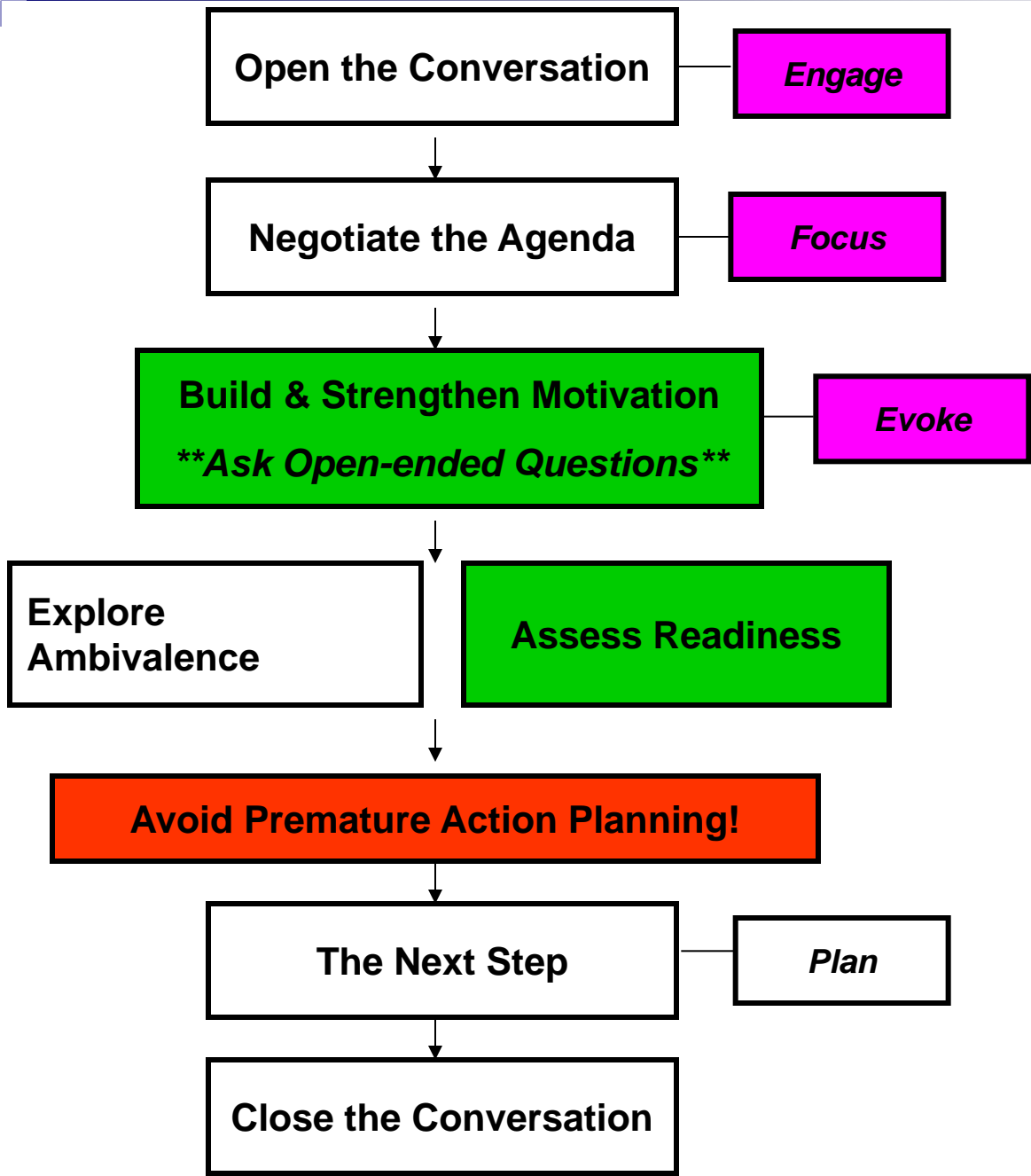
Sleep

Spirituality

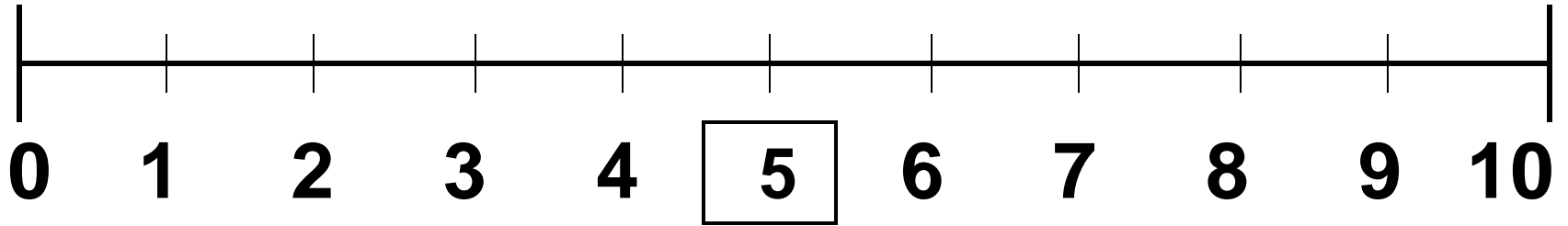
Play

Stress

Alcohol



Importance...

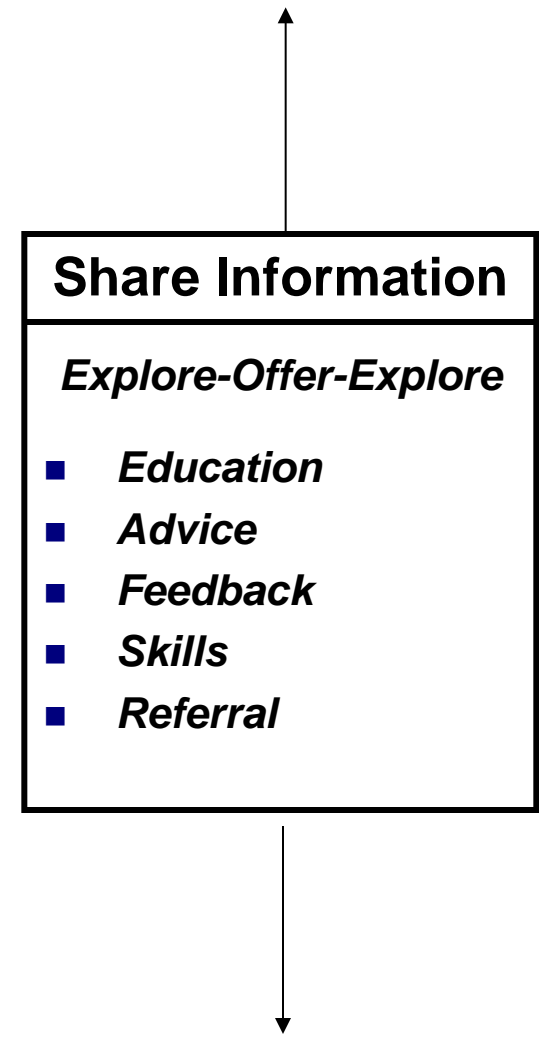
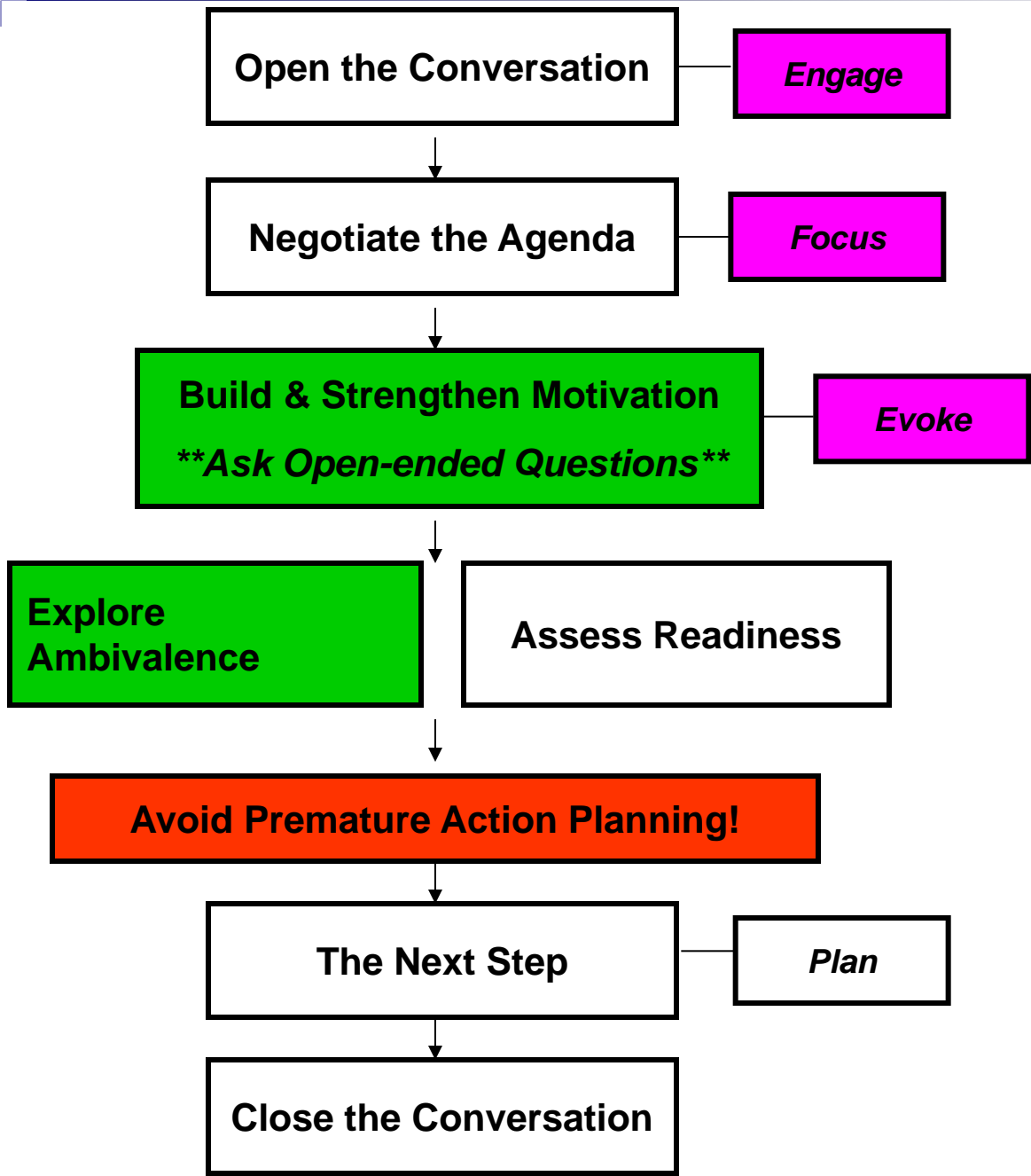




Change Talk

Change Talk

**Any client
speech in favor
of changing a
target behavior**



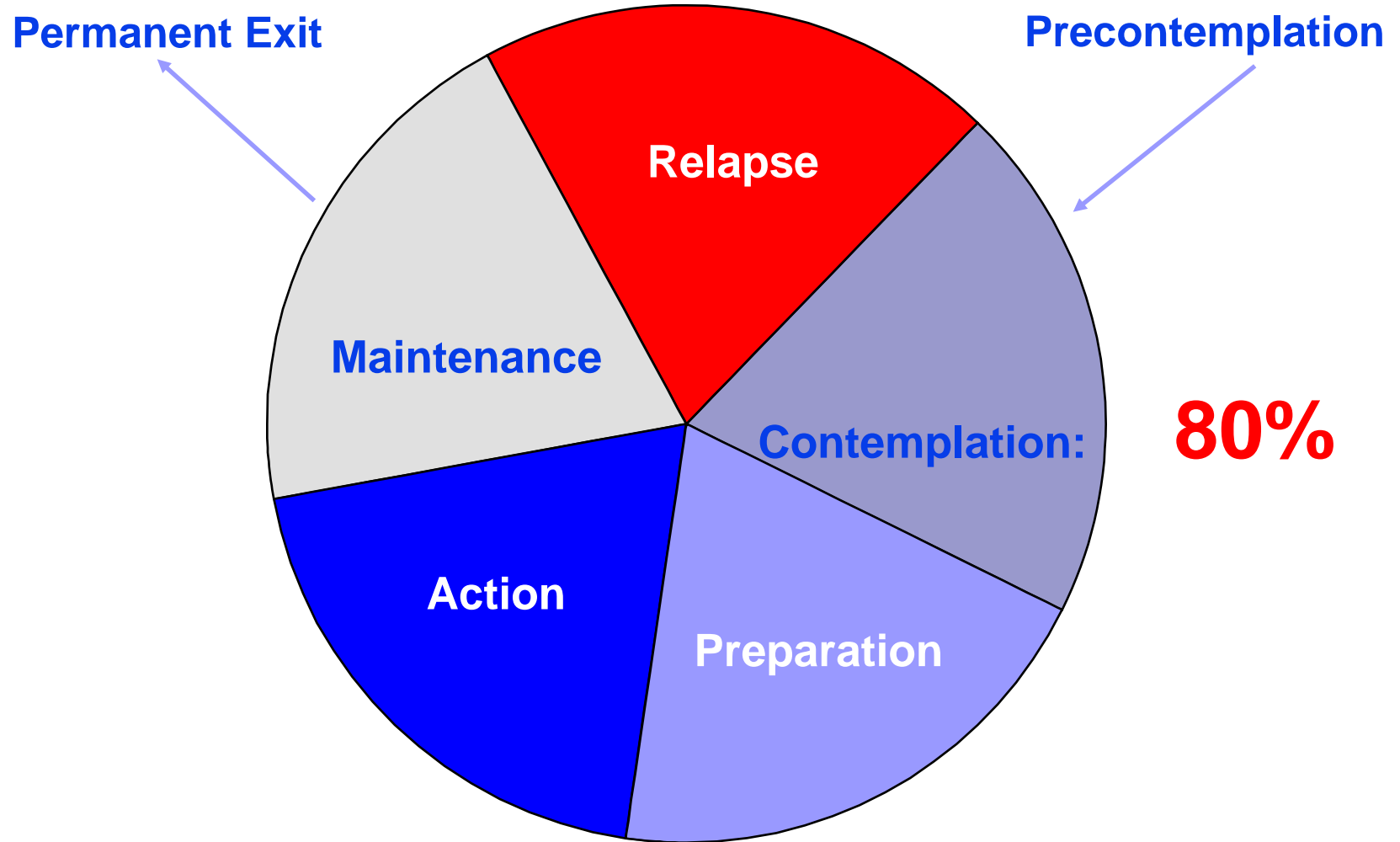


Pros of no change

Pros of change

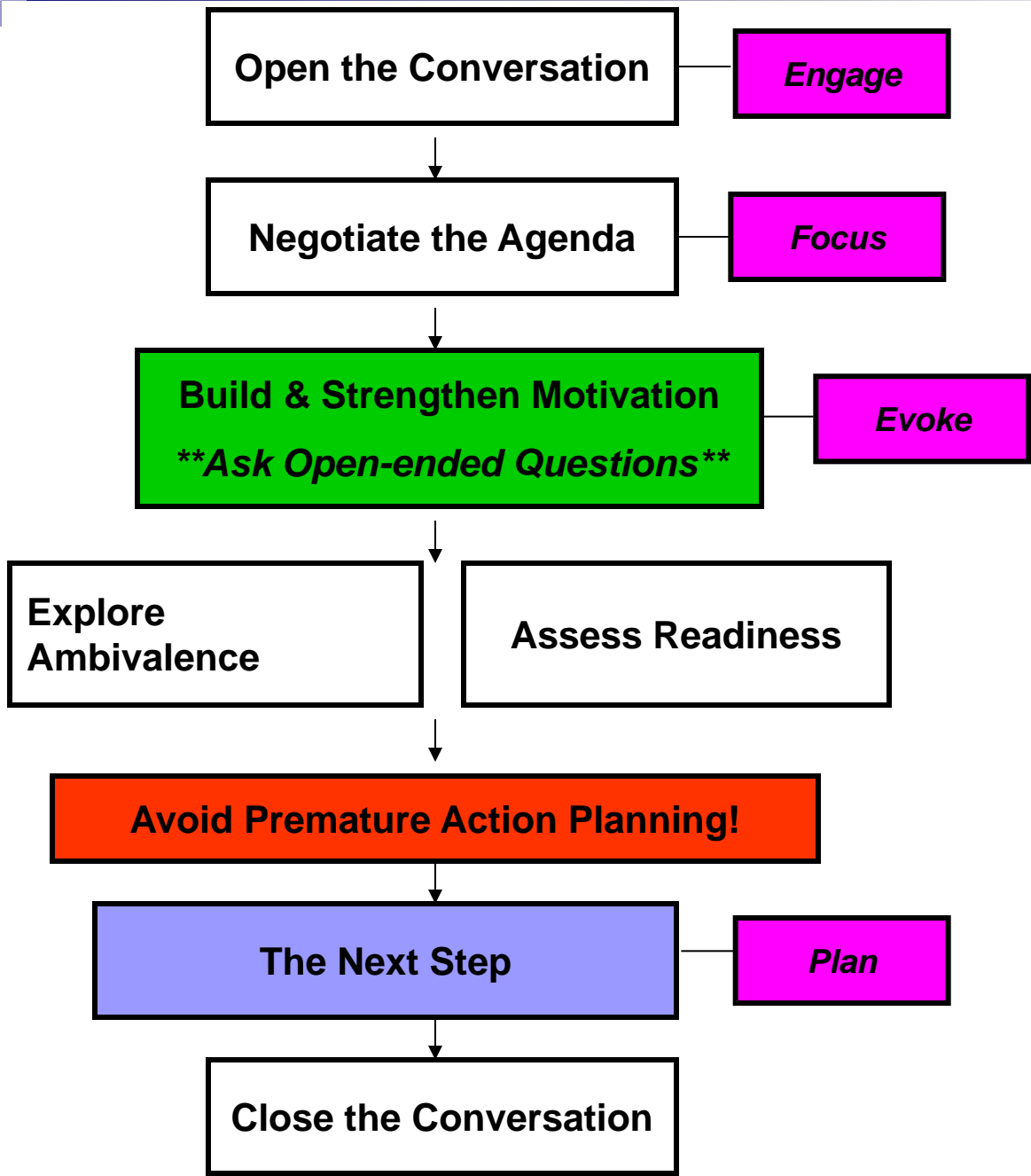
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Stages of Change



Ambivalence is a normal and defining state of human experience

- I need to but I don't want to
- I'd like to but don't think I can
- I will one day but not today
- Smoking helps me concentrate and calm down, but I'd really like to stop cause I'm always coughing.
- I mean to take my medicine, but I keep forgetting.



Engage

Focus

Evoke

Plan

Share Information

Explore-Offer-Explore

- *Education*
- *Advice*
- *Feedback*
- *Skills*
- *Referral*



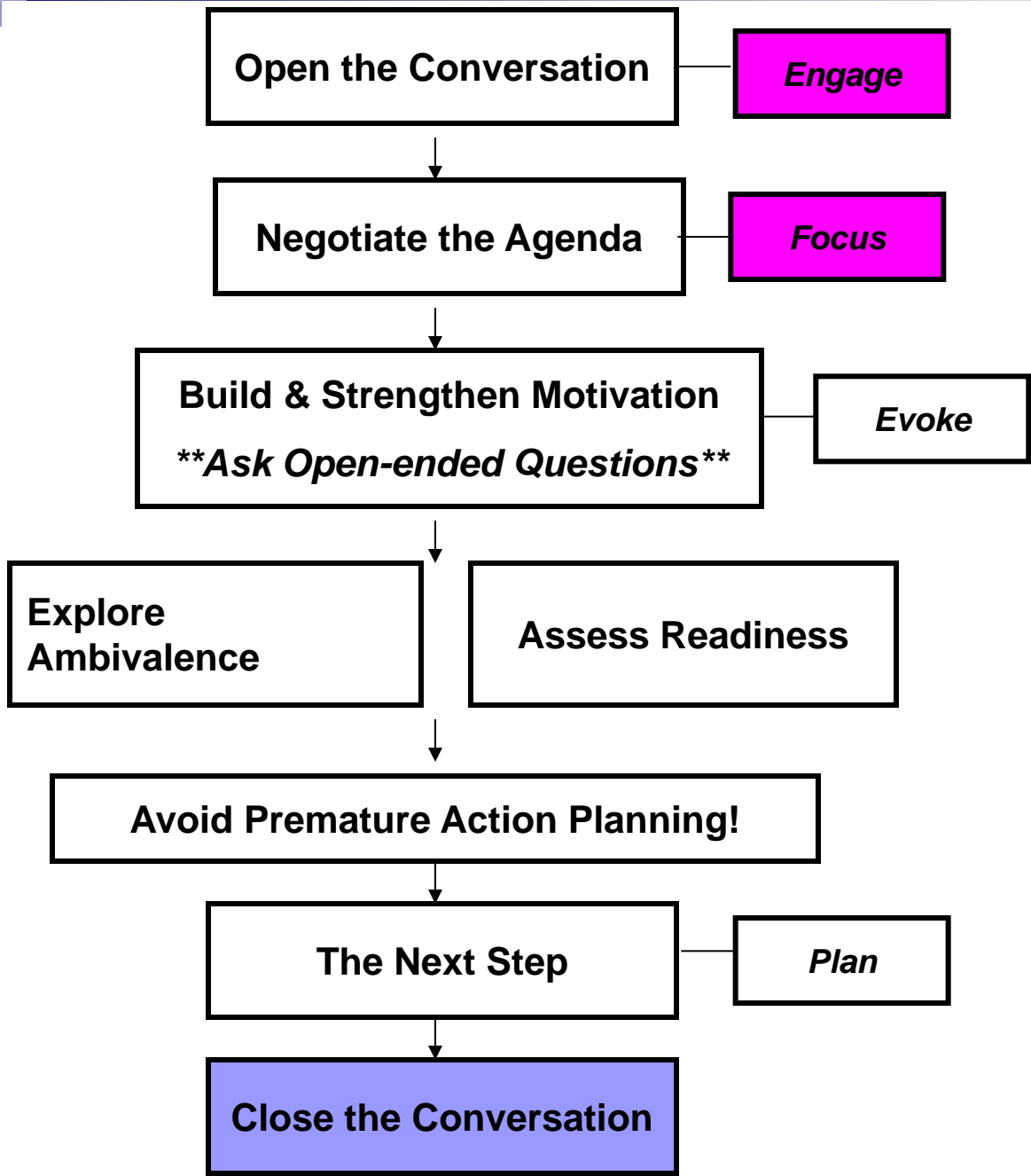


Next Step...?



**When in MI, do you
negotiate a specific
change plan?**

**If and when the
person is ready!**



Engage

Focus

Evoke

Plan

Share Information

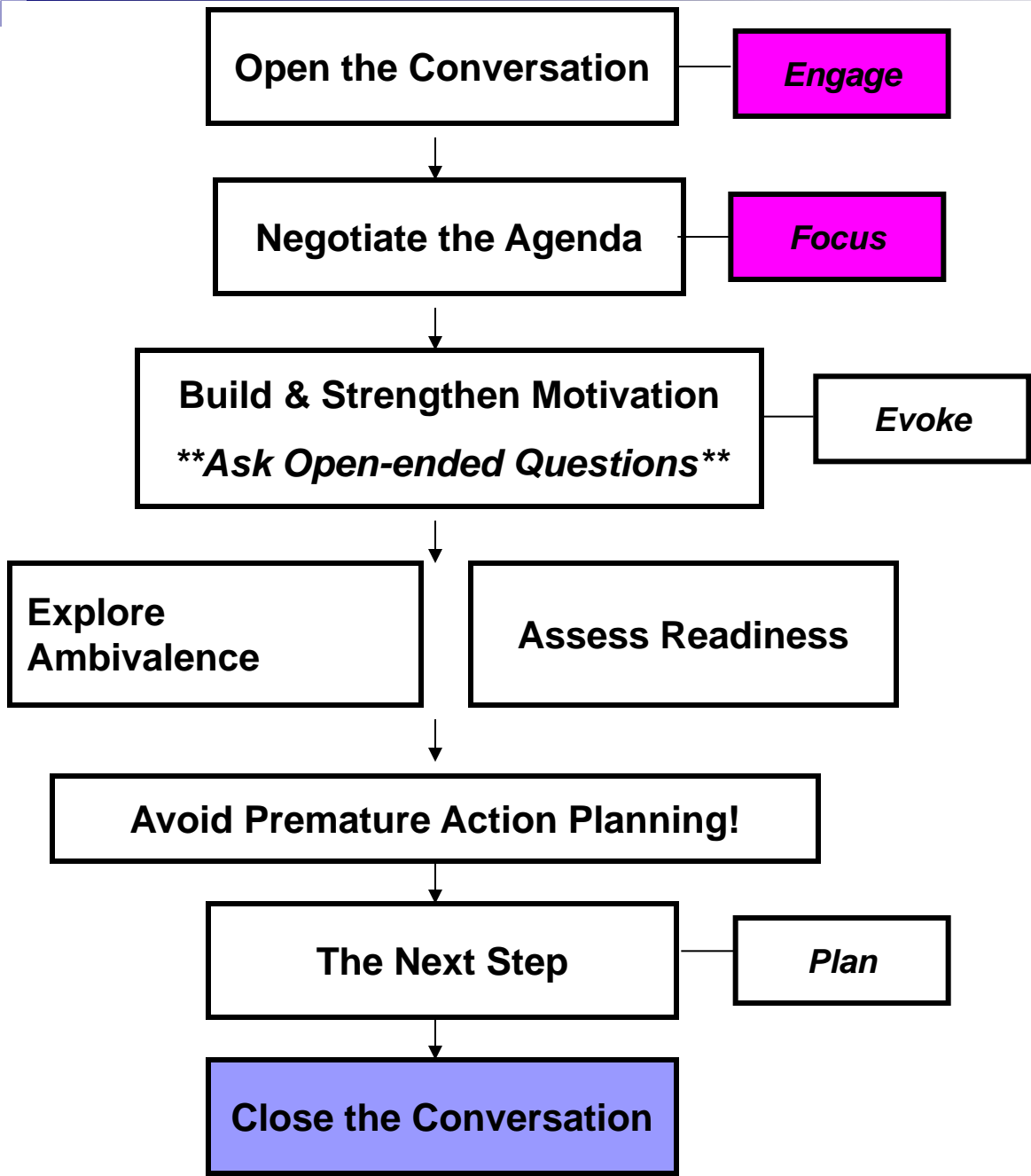
Explore-Offer-Explore

- *Education*
- *Advice*
- *Feedback*
- *Skills*
- *Referral*



Close the Conversation

- **Extend gratitude**
- **Support autonomy**
- **Offer advice**
- **Voice confidence**



Engage

Focus

Evoke

Plan

Share Information

Explore-Offer-Explore

- *Education*
- *Advice*
- *Feedback*
- *Skills*
- *Referral*



No Fixin'

- No education
- No problem solving
- No skill building
- No confronting, pressuring, convincing, arguing, taking charge
- No advising or sharing opinion

Open the Conversation (Engage & Focus)

- **Warm, friendly greeting (smile!)**
- **Name**
- **Role**
- **Time**
- **Ask permission**

Ask Open-ended Question (Evoke)

What are your hopes,
dreams, and visions
for the rest 2013?

Listen with:

- Presence
- Undivided Attention
- Patience
- Eyes, ears, and heart
- Acceptance
- Curiosity
- Delight
- Silence!
- **Encouragers**: (e.g., mm-hmm, I see, go on, oh, really, right, no way, what else, wow, **tell me more...**)

Summarize



Ask: “Did I get it all?”

Ask about next step (Plan?)

What's next?

Where do you go from here?

What's the first step?

Listen with:

- Presence
- Undivided Attention
- Patience
- Eyes, ears, and heart
- Acceptance
- Curiosity
- Delight
- Silence!
- **Encouragers**: (e.g., mm-hmm, I see, go on, oh, really, right, no way, what else, wow, **tell me more...**)

Summarize



Ask: “Did I get it all?”

Close the Conversation


- Show Appreciation
- Voice Confidence:

I'm confident that if you stick with your decision to _____, you'll find a way to do it!




Motivational Interviewing

Humility!

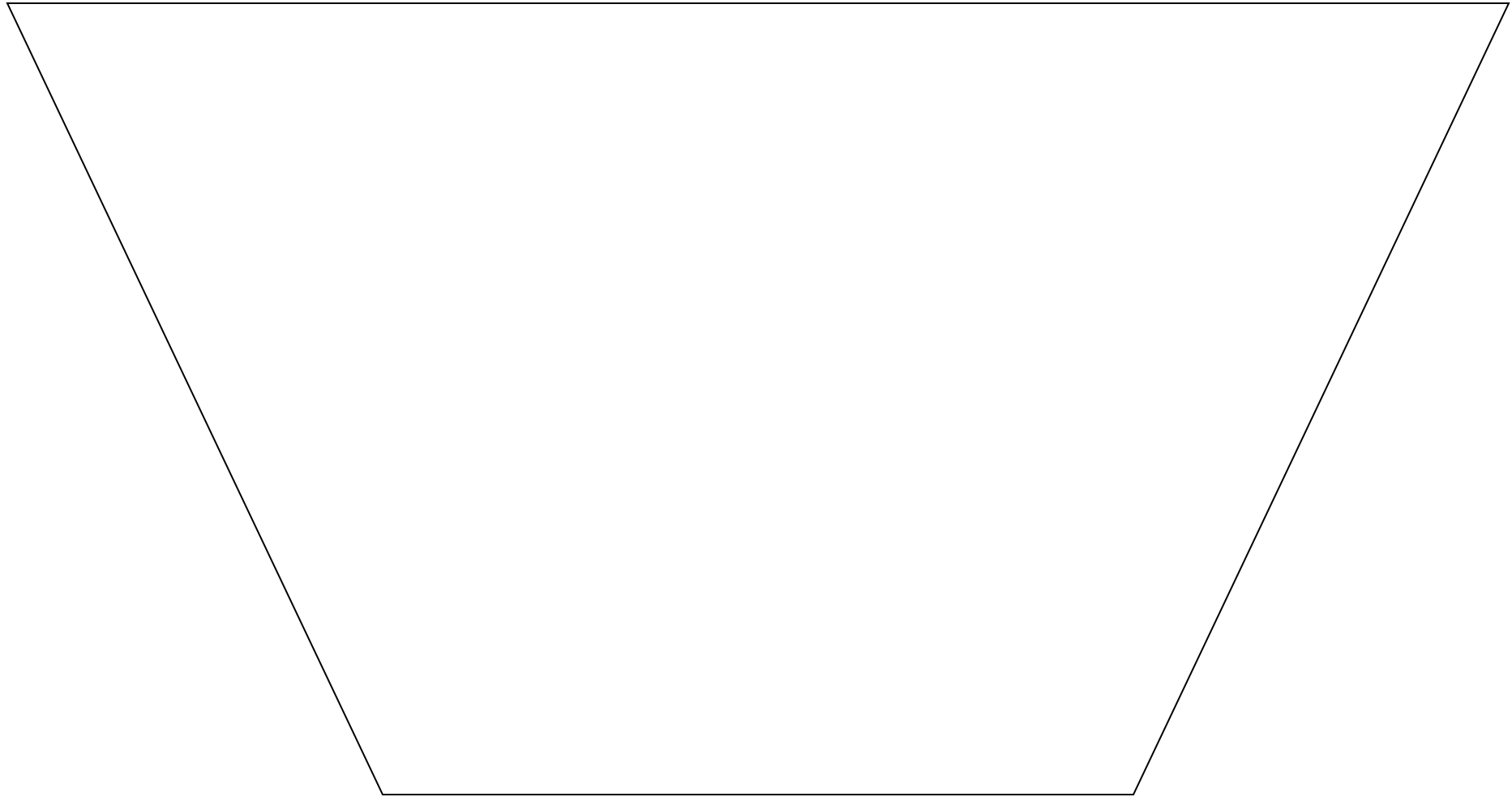


**MI is not the best,
preferred or only
approach for
supporting
change**



After 30 years of research, we have a treatment method that is evidence-based (over 200 randomized clinical trials published), relatively brief (typically 1-3 sessions), specifiable, grounded in testable theory with identifiable mechanisms of action, verifiable (as to whether it is being delivered competently), generalizable across a wide range of problem areas, complementary to other treatment methods, and learnable by a broad range of providers.

And we're just getting started.



Motivational Interviewing in Action!

- **One new idea**
- **↑ Confidence**

Confidence...

