User-friendly Motivational Interviewing and Evidence-Based Supported Employment Tools for Practitioners

September 2010

Chicago, IL
Overview: Problems

- reported 2.6% diagnosed with severe mental illness in US.
- demonstrated as number 1 cause of disability.
- reported 85-90% unemployment rates.
- when employed, reported shorter job retention rates than general public.

(The Substance Abuse and Mental Health Services Administration, 1993; The World Health Organization, 2002; Anthony, Cohen, Farkas, and Gagne, 2002; Bricout, 2002; National Alliance for the Mentally Ill, 2004)
Overview: Problems

- demonstrated over 70% rely on Social Security programs with annual income less than $15,000.

- found high rates of entry level positions.

- reported minimal job advancement opportunities.

(Hall, Graf, Fitzpatrick, Lane, and Birkel, 2003; U.S. General Accounting Office, 1996)
Problem

90% unemployment rates

50% employment rates for participants in high fidelity evidence-based supported employment programs

(Bond, Drake, Becker, 2008)
Overview: Good News

- individuals with SMI want to work and consider employment important in recovery.
- employment reduces poverty.
- work increases self-esteem.
- important in psychological and social well being.

(Cook & Picket, 1995; Crowther, Marshall, Bond, & Huxley, 2001; McQuilken, et al., 2003; Mueser, Salyers, & Mueser, 2001; Rogers, 1995; Rogers, Walsh, Retzitta, & Danley, 1991; Steele & Berman, 2001; Arns & Linney, 1995; Bricout, 2002; Lehman, et al., 2002; Mueser et al., 1997; Potack & Warner, 1996)
Overview: Good News

- reduces financial strain on government programs.
- defines self-identity.
- provides economic resources.
- builds social connections.
- improves quality of life.

(Baron, 2000; Drake, McHugh, Beker, Anthony, & Clark, 1996; Kouzis & Eaton, 2000; Pelak & Warner, 1996; The National Institute on Disability and Rehabilitation Research, 2005)
Overview: Solutions

- Numerous studies reported individuals with SMI have been successful in employment.

- Individual Placement and Support (IPS) employment model demonstrated the best evidence to increase employment rates.

- 40-60% IPS participants obtained employment.

- Motivational Interviewing helps individuals prepare to change employment behaviors.

Evidence-Based Supported Employment Model

EBSE Principles:

- Competitive employment is the goal
- Rapid job search
- Integration of rehabilitation and mental health
- Attention to consumer preferences
- Continuous and comprehensive assessment
- Time-unlimited support
- Benefits Planning

(Bond, 1998)
Phase 1 Study

- Examined the impact of an Individual Placement and Support enhanced with Motivational Interviewing.

- Increase stages of change to increase jobs offered, jobs obtained, and hourly wage.

- Increase job leads from employment specialists to increase job interviews and job offers.

- Increase clients telephoning potential employers to increase job interviews and job offers.
Phase 1 Study
Process and Outcome Analysis of a Supported Employment Program for People with Psychiatric Disabilities. (Larson, Barr, Kuwabara, Boyle, Glenn, 2007).

Feasible to combine Evidence Supported Employment and Motivational Interviewing

Job variables significantly improved

Job variables related to Stages of Change

Phase 2 Study
User-Friendly Motivational Interviewing and Evidence-Based
Phase 3 Study
Perspectives on Benefits and Costs of Work from Individuals with Psychiatric Disabilities. (Larson, Barr, Kuwabara, Boyle, Glenn, 2007).

Found 47 distinct themes related to costs and benefits to employment.

Phase 4 Study
ECM11

Factor 1: Incentive

1. Increase Responsibility
2. Reduce Anxiety
3. Increase Problem Solving
4. Show People the Ability to Handle Stress
5. Reduce Depression
ECM11

Factor 2: Barrier

1. Disclose Criminal Record
2. Lose Government Benefits
3. Experience Discrimination
4. Require Drug Screening
5. Increase Stress
6. Lose Free Time
Summary of Findings

Incentive Factor predicts employment status. (Hypothesis 1)

Employment commitment contains an Incentive Factor and a Barrier Factor. (Hypothesis 2)

Barrier Factor does NOT add to the prediction of employment status.

Age, gender, education, ethnicity, housing, mental health tenure, and agency tenure do NOT add to the prediction of employment status.
Resources


Resources


Resources

Substance Abuse and Mental Health Services Administration Supported Employment Tool Kit. Found at: http://mentalhealth.samhsa.gov/cmhs/communitysupport/toolkits/employment/

<table>
<thead>
<tr>
<th>Stage of Change</th>
<th>Intervention</th>
<th>Outcome</th>
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<tbody>
<tr>
<td>Pre-contemplation</td>
<td>Motivational Int.</td>
<td>Move to contemplation</td>
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<tr>
<td>Contemplation</td>
<td>Motivational Int.</td>
<td>Move to determination</td>
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<tr>
<td>Determination</td>
<td>IPS</td>
<td>Set job goals</td>
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<tr>
<td>Action</td>
<td>IPS</td>
<td>Locate job</td>
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<tr>
<td>Maintenance</td>
<td>IPS</td>
<td>Maintain job</td>
</tr>
<tr>
<td>Relapse</td>
<td>Motivational Int.</td>
<td>Move to earlier stage</td>
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<td></td>
<td>Problem-solve</td>
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Motivational Interviewing
Enhancement technique for behavioral change through identifying and resolving ambivalence and discrepancies between verbal and behavioral actions.

- costs/benefits analysis
- discuss the readiness ruler
- engage with active listening
- *promote change talk*
- avoid arguments
- *ask for permission*

(Miller & Rollnick, 2002)
Motivational Interviewing
Five Early Strategies

- Ask open-ended questions
- Listen reflectively
- Affirm
- Summarize
- Elicit self-motivational statements

What are these?: problem recognition, expression of concern, intention to change, optimism about change
Five Basic Principles of Motivational Interviewing

- Express empathy
- Develop discrepancy
- Avoid argumentation
- Roll with resistance
- Support self-efficacy
Motivational Interviewing Skills

- Appendix A: Stages of Change Interview for Employment
- Appendix B: Stages of Change Interview for Behaviors
- Appendix C: Roadblocking
Motivational Interviewing Skills

- Appendix D: Active Listening
- Appendix E: Costs Benefits
- Appendix F: Ready, Able, Willing, Resources Ruler
- Appendix H: MI Fidelity
EBSE placement and follow up skills

- Appendix I: Job Plan
- Appendix J: Job Skills
- Appendix K: Employment Questionnaire