MOTIVATIONAL INTERVIEWING
(SECTION 1: SPIRIT AND PROCESS)
Trevor J. Manthey, MSW, Ph.D.
MINT Member

MOTIVATIONAL INTERVIEWING
(SECTION 1: SPIRIT AND PROCESS)

SELF-DETERMINATION THEORY

• Human behaviors are volitional
• Innately tend toward growth
• Social context can support or thwart growth

WHAT IS MOTIVATIONAL INTERVIEWING?
3 DEFINITIONS OF MI

• A Beginning Definition:
  ...is a collaborative conversation style for strengthening a person's own motivation and commitment to change.

• A Pragmatic Definition
  ...is a person-centered counseling style for addressing the common problem of ambivalence about change.

WHAT’S YOUR CHALLENGE?

3 DEFINITIONS OF MI

• A Technical Definition
  ...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.

Arranging conversations so people talk themselves into change.

THOMAS GORDON’S 12 ROADBLOCKS

1. Ordering, directing
2. Warning, threatening
3. Giving advice, making suggestions, providing solutions
4. Persuading with logic, arguing, lecturing
5. Moralizing, preaching
6. Judging, criticizing, blaming
7. Agreeing, approving, praising
8. Shaming, ridiculing, Name calling
9. Interpreting, analyzing
10. Reasoning, sympathizing
11. Questioning, probing
12. Withdrawing, distracting, Humoring, changing the subject
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 problem?
- What makes you think you are not at risk?
- Why don’t you just...
- Why can’t you...

Why doesn’t this approach work?
- It causes the two people to actually act out the "sustain" side of their ambivalence!

THE RIGHTING REFLEX

THE SPIRIT OF MI

Partnership
Acceptance
- absolute worth
- accurate empathy
- autonomy support
- affirmation
Compassion
Evocation

MI ASSUMPTIONS

Ambivalence about change is normal.
Ambivalence can be resolved by working with intrinsic motivations and values.

GENERAL PRINCIPLES

R oll With Resistance
(Dancing with Discord)
E xpress Empathy
D evelop Discrepancy
(Amplify Ambivalence)
S upport Self-Efficacy

AMPLIFIED AMBIVALENCE

Revised 11-15-12
Revised 12-3-12
THE FOUR PROCESSES OF MI

Process I: ENGAGE
Process II: FOCUS
Process III: EVOKE
Process IV: PLAN

FOUR TYPES OF LANGUAGE

Discord (Resistance)
Emotionally Based Relationally Oriented
Response
(Re)Engage with Empathic Reflections!
Engage

Sustain Talk
The No-Change Side Of Ambivalence
Response
Rescue Change Talk!
Evoke

Change Talk
The Change Side of Ambivalence
Response
Elicit More Change Talk!
Evoke

Commitment Talk
Resolve and Readiness
Response
Begin Planning Process!
Plan

O.A.R.S.

Open-ended questions
Affirmations
Reflections
Summary Statements

The foundational “Micro Skills” of MI
These skills are used differently in each MI process

OPEN-ENDED QUESTIONS...

• Do not invite brief answers
• Encourage or “elicit” more productive talk
• Client should do more than half of the talking.
• Do not ask more than 3 questions in a row.
• MI “competency”: 3 open Q’s to 1 closed.
In ordinary counseling sessions: questions often outnumber reflections by a ratio of **10Q:1R**

Counselors “**competent**” in Motivational Interviewing: **1Q:2R**

**Reflective Listening**

- Moving past what has already been said without moving too far ahead will keep reflective listening from going in circles
- Reflection is not a passive process
- Counselor chooses what to respond to and what to ignore

**“Even though nothing has happened, I’ve been feeling more depressed lately. I just don’t want to get out of bed or make phone calls.”**

<table>
<thead>
<tr>
<th>Simple Reflection</th>
<th>Repeating an element of what the speaker has said</th>
<th>“You’ve been more depressed lately.”</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Staying close to what the speaker has said with some synonyms</td>
<td>“So your sadness is getting worse and you don’t know why.”</td>
</tr>
<tr>
<td>Complex Reflection</td>
<td>Inferring/guessing at the speaker’s meaning and reflecting it back</td>
<td>“You are having a hard time and want to understand why you keep sliding back into depression.”</td>
</tr>
<tr>
<td></td>
<td>Emphasizing the emotional dimension through feeling/metaphors</td>
<td>“It’s like a heavy cloud that sucks your energy.”</td>
</tr>
</tbody>
</table>

**Summarizing**

- **Collecting**
  - Gathering together what the client has said
- **Linking**
  - Making connections
- ** Transitional**
  - Preparing to shift focus

**Sustain Talk**

- **Desire for Status Quo**
- **Inability to Change**
- **Reason for Status Quo**
- **Need for Status Quo**
- **Commitment to Status Quo**

**NO BEHAVIOR CHANGE**
"ACCEPTANCE FACILITATES CHANGE, WHILE PERCEIVED EXPECTATION OF CHANGE GENERATES RESISTANCE"

PEOPLE ARE OFTEN MORE PERSUADED BY WHAT THEY HEAR THEMSELVES SAY THAN BY WHAT OTHER PEOPLE TELL THEM.

**Paradox**

**When Are People Motivated to Take Steps Toward Change?**

**Importance**
- Recognition of Problem / Need
- Cost / Benefit
- Expectancies
  - Goals
  - Values

**Confidence**
- Specific Behavior
- Global Efficacy

**Commitment**
- Intention

---

**Change Talk**

**Desire for Change**

**Ability to Change**

**Reason to Change**

**Need for Change**

**Commitment to Change**

**Activation**

**Taking small steps**

**Behavior Change**

---

**Responding to Change Talk**

**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

---

"Early in the MI session the skill is often to discern a ray of change talk, like spotting a lighthouse in a storm or detecting a signal within noise."

*It is not necessary to eliminate the storm or the noise, just follow the signal.*

Miller and Rollnick 2012
"One reason it is possible to keep on learning and improving one’s skills in Motivational Interviewing is that immediate expert feedback is continuously available. It is available from those you serve."

Motivational Interviewing – p. 180