

Motivational Interviewing

An Introduction to Principles and Practices

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Myths About Change...#1

Anyone can change if they really want to because...

- It's easy.
- All you really need is willpower, resolve and strength of character.



Fact...

Change is difficult for most people, most of the time.

"The only people who truly welcome change are wet babies..." Harvey Skinner



Myths about Change...#2

Change is not possible...

- 1. Nothing works.
I know because I've tried everything.**
- 2. People don't change.**



Facts about Change...

- 1. People make changes all of the time.**
- 2. Successful programs understand that motivation is fundamental and work to increase it.**



Myths about Change...#3


Punishment is the only way to motivate change...

- 1. If you make people feel bad enough, they will change.**
- 2. People really need to suffer before they change.**



FACT...

1. There is no evidence that excessive confrontation (shame), humiliation tactics, and character assassination- help to promote change.




Research tell us...

- Most desist on their own
- Some get worse
- Those who attend treatment...


Two indicators of success:

- Client's level of motivation
- Approach used by professional



Workshop Goals and Objectives

- Introduction to Motivational Interviewing (principles and practices)
- Review research in support of MI
- Explore supervision methods to provide quality assurance



Exercise

Consider something you really don't want to participate in and that you would do anything to get out of...

- Attend an event (baby-shower, meeting, training...)
- Go to work, the gym, visit in-laws



Exercise

Work with a partner...
Try to persuade them by whatever means you can to attend the event...



Hostile CONFRONTATION and other senseless practices...

- #2: Power over
- #3: Lecturing
- #4: Demanding
- #5: Cheer-leading
- #6: Pleading
- #7: Begging
- #8: Bribing




Hostile CONFRONTATION and other senseless practices...

#9: Innovative practices that are not valid and useful...

#10: and when all else fails... GUILT INDUCTION and SHAMING

Jan Zook - pairs of children... questions and suggestions




What is Motivational Interviewing?

Person-centered, directive method for enhancing intrinsic motivation to change...

Origin NOT theory but intuitive clinical practice...



... you will feel comfortable with the concepts...



The Spirit of MI:

MI is not a technique, but more a style, a facilitative way of being with people.

MI Should feel like a smooth dance rather than an altercation.



The Spirit of MI:

People are generally persuaded by the reasons which they themselves have discovered, then by those which have come through the minds of others.

Pascal (17th C- Philosopher)



The Spirit of MI:

The North Wind and the Sun
(Aesop's Fables)



MOTIVATIONAL INTERVIEWING

Developmental History

Carl Rogers: Empathic understanding and radical acceptance

**Bem: Self-perception theory-
DARN talk reinforced by practitioner**


Festinger: Cognitive dissonance



MOTIVATIONAL INTERVIEWING

- Prochaska and DiClemente- Stages of change
- Rollnick: Ambivalence

Desire... Ability... Reason... Need...
COMMITMENT




Meta-analysis (Miller, et.al.)


- Promising results
- Relational skills are critical

Empathy and Structuring
Empathy = relationship skills, developing rapport, using positive reinforcement, demonstrating social appeal


Structuring = consistent, contingency-based, model pro-social behavior, and provide guidance when requested.



Four Principles of Motivational Interviewing



- Express Empathy
- Develop Discrepancy
- Roll with Resistance
- Support Self-Efficacy



Meta Analysis – 72 Studies

Target	# of Studies	Target	# of Studies
Alcohol	31*	Eating Disorder	1
Smoking	6	Water Purification Safety	4*
HIV	5*	Diet & Exercise	4
Drugs	14*	Intimate Relationships	1
Tx Compliance	5	Gambling	1

Meta-Analysis

- Reliable aggregate change with significant and impressive results across target problems, settings and providers
- Effects are variable by site, study and counselor
- Attributable to delivery of MI- training and integrity of model
- RELATIVE EFFECT SIZES DECREASE OVER TIME FOR MI – unless paired with additional intervention...


What promotes behavior change?

... elicit and reinforce change talk NOT resistance talk...

Resistance


**What Does It Look Like?
Exercise**

Therapist induced somnambulism




Resistance Revisited (De Shazer, 1989)

When you notice the youth is resisting change – then you have a clear signal that what you are doing is NOT working...try something different...



**Understanding Resistance:
What We Do to Increase Resistance...**

- 1. The Confrontation-denial Trap**
- 2. The Expert Trap**
- 3. The Labeling Trap**
- 4. The Blaming Trap**



**Understanding Resistance:
What We Do to Increase Resistance...**

5. PRE-MATURE FOCUS...

**Fail to listen... do not understand
where the youth is...**



Understanding Resistance

**Have you noticed people don't
like advice...**

*"Doing MI is like entering someone's
home. One should enter with respect,
interest and kindness, affirm what is good
and refrain from using unsolicited advice
about how to arrange the furniture..."*

Bill Miller, 2006



Ambivalence

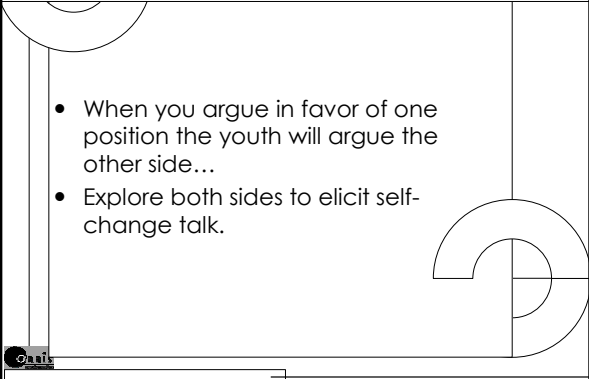
- Change is about ambivalence...
- Change, it is NOT simply a matter of making a "yes" or "no" decision.
- There are always pros and cons to change.

- Ambivalence is a normal part of change.



Dealing with Ambivalence

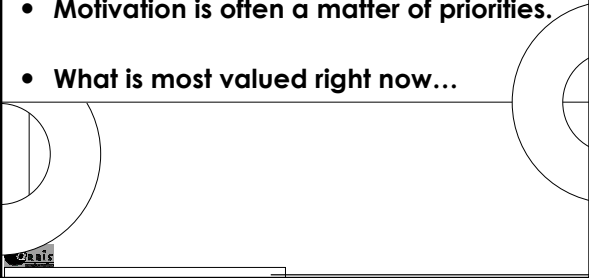
- When you argue in favor of one position the youth will argue the other side...
- Explore both sides to elicit self-change talk.



What is Motivation?

Readiness: A matter of priorities

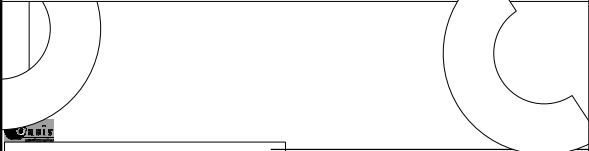
- Motivation is often a matter of priorities.
- What is most valued right now...



What is Motivation?

Importance: The value we attach to change

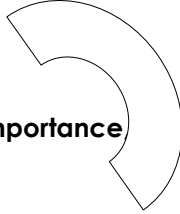
- MOTIVATION increases when there is a "discrepancy between what is happening at present and what one wants or values for the future..."



What is Motivation?

Confidence: Belief In The Ability To Change

- People who believe they can change are more likely to succeed.
- **MOTIVATION = Readiness, Importance Confidence**



**Stage Matched Intervention:
“Assessing Motivation”**

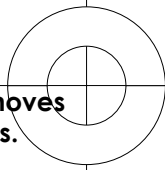
...Ready, willing, able

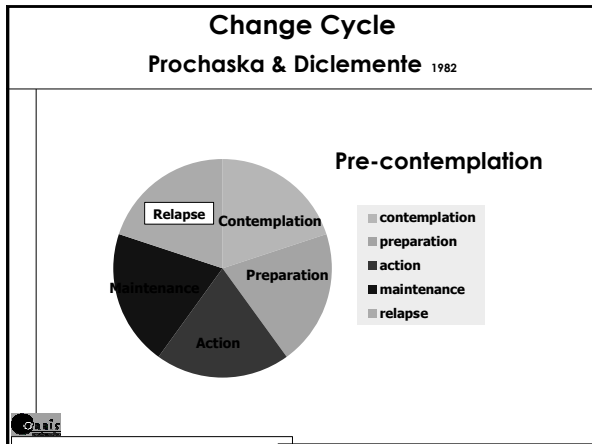


Assessing Readiness

The Transtheoretical Model of Change

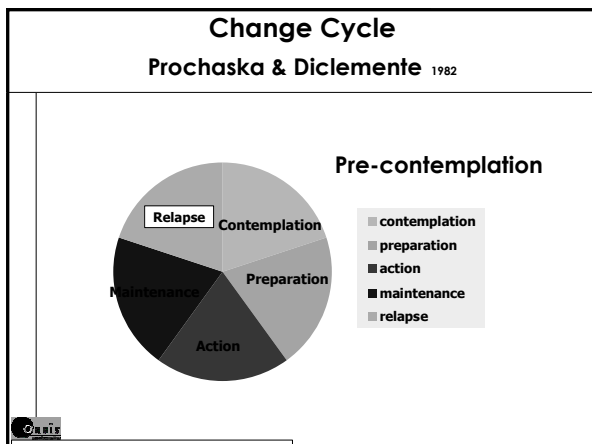
- Change is predictable.
- Change is a process that moves through well-defined stages.
- People enter the system at different stages of readiness.






What do we know about the Change Process?

- Each stage does not inevitably lead to the next.
- Possible to become stuck at one stage.
- Relapse is a normal part of the change process.
- You can help to influence movement from one stage to the next by applying strategies that are effective at each stage



Enhance Motivation

Stage Matched Strategies



Strategies to Enhance Motivation


Phase 1 Strategies:

Pre-Contemplation

- Raise doubt
- Increase perception's of risk

Contemplation


- Tip the balance- evoke reasons to change



Phase I: Strategies to Enhance Motivation

The Basics and Essentials

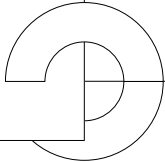
- Open-ended questions
- Affirmations
- Reflections
- Summaries
- Elicit self-motivational statements



Elicit Self- Motivational Statements

Methods and Techniques;

- Evocative Questions
- Decisional Balance
- Elaboration
- Scaling Questions
- Using Extremes
- Looking Back
- Looking Forward
- Exploring Goals

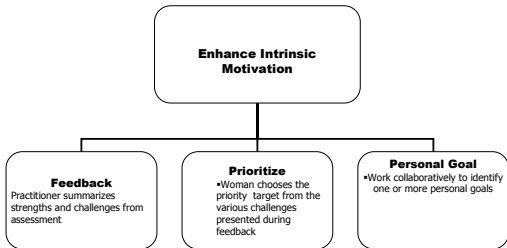


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- **Feedback**
- **Prioritize**
- **Identify Goals**

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Three Brief Intervention Strategies



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graph TD
    A[Enhance Intrinsic Motivation] --- B[Feedback]
    A --- C[Prioritize]
    A --- D[Personal Goal]
  
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Feedback
Practitioner summarizes strengths and challenges from assessment

Prioritize
•Woman chooses the priority target from the various challenges presented during feedback

Personal Goal
•Work collaboratively to identify one or more personal goals

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Strategies to Enhance Motivation

Phase II:

Preparation

-Course of action

Action

-Take steps toward change

Maintenance

-Learn strategies to prevent relapse



Greatest Concerns Expressed by Staff...

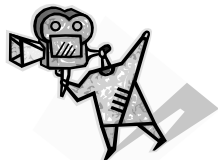
Time... I need more time to spend with youth

Accountability... Need support to hold youth accountable

Resources... Need the resources and tools to work effectively with youth...




NIC Video



Quality Assurance

Behavior Change Counselling Index (BECCI)—Modified


© University of Wales College of Medicine 2002, Modified with permission from the authors. For more information visit <http://www.sahealthinfo.org/motivational/resources.htm> or contact Dr. Claire Lane at laneca1@Cardiff.ac.uk



Quality Assurance

Video Assessment of Simulated Encounters – VASE


www.jsbaer@uwashington.edu



Quality Assurance

Supervisor Training...

Eight questions that you can ask...to ensure that interaction between youth and staff is proactive and intentional



Quality Assurance

1. What are the priority risk factors? Why?
2. What are some of the major strengths or protective factors?
3. What is it that you and the youth want to focus on?
4. What will be different if the change takes place?

Quality Assurance

5. What are the major reasons (incentives) that this youth has identified for making the change?
6. What are the major barriers/obstacles for the youth?
7. What goal have you and the youth set?
8. What action steps have you identified and when will they be achieved?

Closing Comments

OPTIONS...