



Nuts & Bolts
of
Motivational Interviewing



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Biography

Stephen R. Andrew, LCSW, LADC, CCS, Consultant, Trainer, Author and Chief Energizing Officer of Health Education Training Institute. Stephen is the former substance abuse counselor for a public school system, the former Executive Director of an adolescent prevention/treatment agency, and founder of a recovery camp for adults. He is the co-founder of the Men's Resource Center of Southern Maine – the mission is to support boys, men and fathers and oppose violence. Stephen maintains a compassion-focused private practice in Portland, Maine and facilitates a variety of groups for men, co-ed, couple and caregiver. He also presents workshops internationally for health-care, criminal justice, social service agencies, substance abuse treatment agencies on motivational interviewing, adolescents and adults & addiction, dual diagnosis, men's issues and group work. Stephen with his two friends authored: Men's Healing; a Tool Box of Life. He is a member of M.I.N.T. (Motivational Interviewing Network of Trainers). Stephen lives with his sweet wife, Hilary, and is a proud father of an twelve year old boy, Sebastian in Portland Maine and Debenham England.

What does motivate people?

Change agent (e.g., supervisor, teacher, coach, counselor, relative, clergy person) who had a **major positive influence** on your life.

What were their characteristics?

–List behaviors

MOTIVATIONAL INTERVIEWING



DEFINITION & SPIRIT

DEFINITION:
Motivational interviewing is a collaborative, person-centered, evidence-based, guiding method of communication for enhancing and strengthening intrinsic motivation for change.

SPIRIT: Collaboration; autonomy; respect; compassion

Motivational Interviewing

- Assumes motivation is fluid and can be influenced
- Motivation influenced in the context of a relationship
- Principle task – to guide conversation towards eliciting motivation for change
- Goal – to influence change in the direction of health

Definition of Listening...

Presence, Interest & Curiosity...

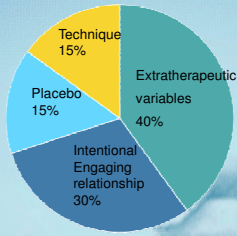
- Focusing all of one's purpose, attention, and energy on understanding what the person's message means to the them..
- Focus: What is the person experiencing now?
- Hearing what person is NOT saying..

FIVE GENERAL PRINCIPLES

- Express Accurate Empathy
- Amplify Ambivalence
- Avoid Arguments, the "Right" position
- Support Self-efficacy-EMPOWER
- Roll with the Resistance/REFLECT

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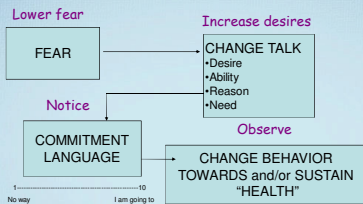
Factors that influence outcome



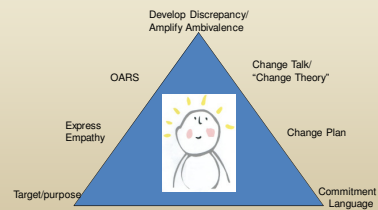
UNDERLYING ASSUMPTIONS "the spirit"

- ☒ Autonomy/Choice
- ☒ Less is better
- ☒ Elicit versus Impart
- ☒ Michelangelo Belief
- ☒ Ambivalence is normal
- ☒ Non-judgemental
- ☒ Change talk
- ☒ Righting reflex

Motivational Interviewing Process "the structure"



Process of an MI Conversation



OARS "the skills"

- O: open-ended questions,
- A: affirm, notice the strengths of the person, see the motivation in what they do...hear their values, affirm specific behaviors,
- R: reflection, use empathy, simple and complex,
- S: summarize (begin, transition and end)...

Levels of Empathic Reflection

- ☆ REPEAT (simple reflections)
(restate what the person has said)
- ☆ REPHRASE (synonym)

Complex Reflections

- ☆ PARAPHRASE, infer meaning, amplify concepts & values, double-sided, continue paragraph, metaphor, affective
- ☆ SUMMARIZE (gather the patient utterances)

Eight Tasks in Learning MI

- 1. Getting the spirit of MI
- 2. Using client-centered skills (OARS)
- 3. Recognizing change talk
- 4. Eliciting and reinforcing change talk
- 5. Rolling with resistance
- 6. Developing a change plan
- 7. Consolidating client commitment
- 8. Integrating MI with other intervention methods

Miller, W. R., & Moyers, T. B. (2006). Eight stages in learning motivational interviewing. *Journal of Teaching in the Addictions*

An MI Practice Check-up

Examples of practice indicators

- MI Spirit...
- More Reflections/ Questions
- More Complex reflection/Simple
- More Open Questions/ Closed
- 100% MI Consistent (no advise, direction)
- Recognition of change talk
- What are the worker responses following change talk?

A taste of MI

One thing I liked was...

One thing I learned was...

One thing I am going to try is...

Thank You!

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