

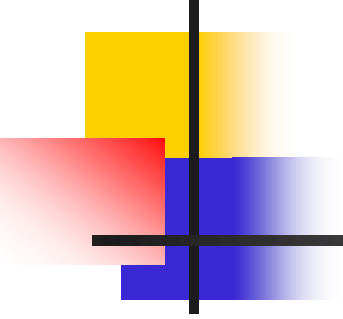
Motivational Interviewing



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“He [or she] who never
made a mistake, never
made a discovery.”

--Samuel Smiles (1816-1904)



Workshop Goals

- Your goals
- Our goals
 - To help you understand the process of behavior change - both from theory and research.
 - To help you develop your MI skills to maximize the effectiveness of your work with AGYWs.



Workshop Topics

- Background
- What is MI?
- Spirit of MI
- Six tools of MI
- Pros & Cons exercise
- Readiness to change exercise
- Giving advice
- Addressing resistance
- Strengthening commitment to change
- Summary



A. Background to MI

- MI is the counseling style that's used in counseling
- MI can also be used in any interpersonal interaction
 - Parent and child
 - Employee and employer
 - Person and significant other
 - Peer to peer



Key elements

- Developing rapport and collaboration
 - using Motivational Interviewing
- Personalized and comprehensive assessment.
- Personalized feedback.
- Motivational enhancement.
 - Using Motivational Interviewing



It's Evidenced-based

- Used to boost treatment engagement & as a stand-alone treatment (brief intervention)
- Over 160 controlled clinical trials (alcohol, other drugs, HIV, diabetes, diet, exercise, stress mgt.) See <http://www.motivationalinterview.org/outcomestudies.htm> for bibliography.
- Good evidence for efficacy with drinking
- Growing evidence with other drugs & a variety of health behaviors

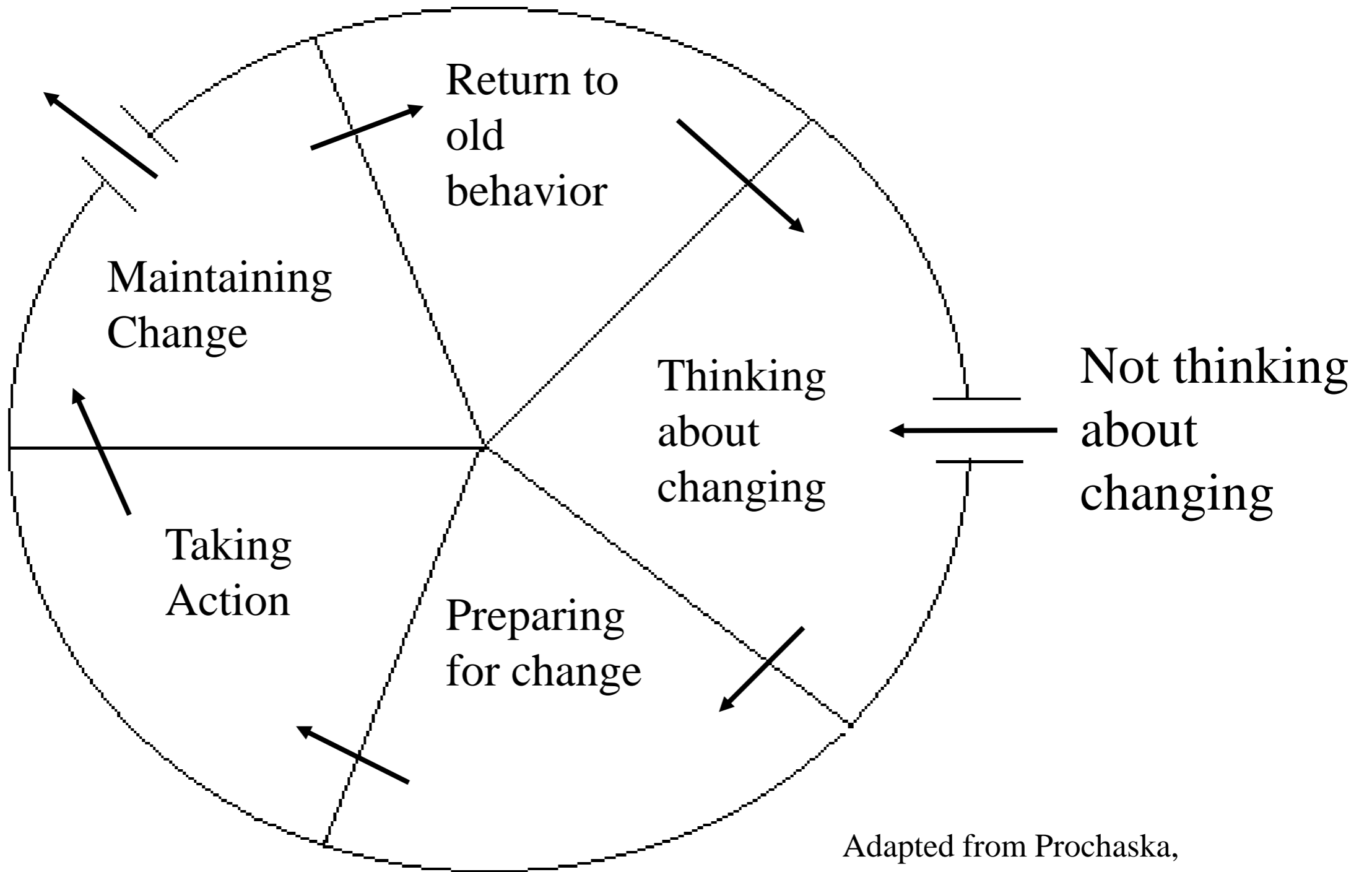


It's Evidenced-based

- Given the same treatment program, those with a motivational interview at intake showed:
- Increased retention (3x in adolescents)
- Increased motivation and improved prognosis as perceived by ward staff
- Doubling of total abstinence rate
- Substantially greater reduction in alcohol and illicit drug use after treatment

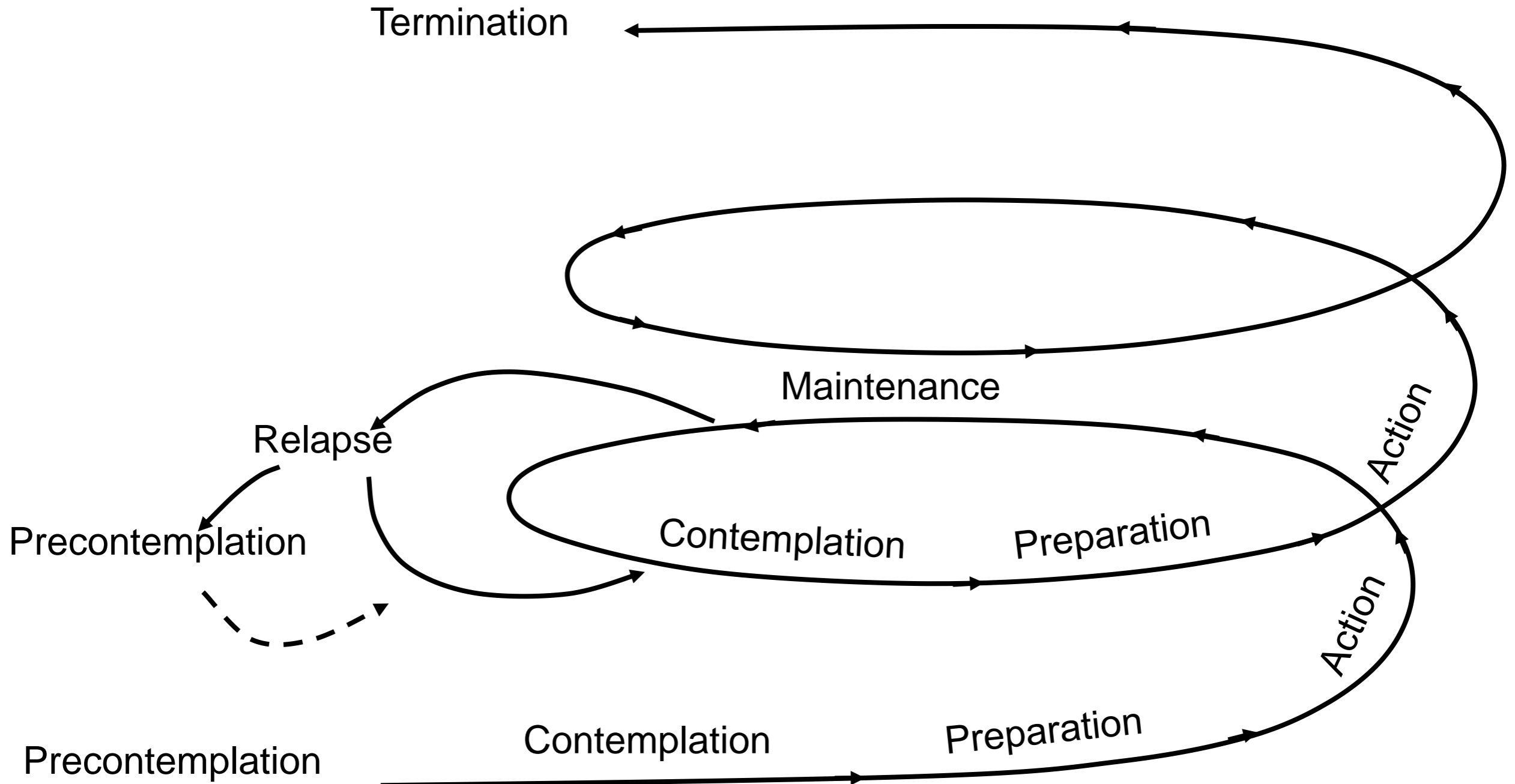
STAGES OF CHANGE

Change
becomes
permanent



Adapted from Prochaska,
DiClemente, & Norcross (1992)

The Stages of Change

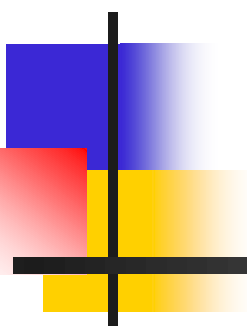


Adapted from Prochaska, DiClemente, & Norcross
(1992)

B. What is Motivational Interviewing?



Definition of Motivational Interviewing



“...a **client-centered, directive** method for enhancing intrinsic motivation to change by exploring and resolving ambivalence.”

(Miller & Rollnick, 2002)



What It Is

- Learnable and specific intervention
- Derived from data-based clinical interventions
- Supported by research
- A way of being with clients



What It Is Not

- The right thing for every client you see
- Not a panacea for all client resistance and ambivalence
 - client motivation X therapist skill = outcomes
- Not necessarily a stand-alone intervention (likely one of many useful approaches)
- Not particularly high risk (an initial strategy of low toxicity – “do no harm”)



What It Is Not

- Not a substitute for clinical judgement and training
- Not for everybody



C. The Spirit of Motivational Interviewing

A Way of Being With Clients



Predicted Causal Chain

Motivational
Interviewing



Change
Talk



**Behavior
Change**



Identifying Change Talk: DARN-C

- Desire to change
- Ability to change
- Reasons for change
- Need for change

- **COMMITMENT** to making a change



The Spirit of MI vs. Its Mirror Image

COLLABORATION **VS.** CONFRONTATION

DRAWING OUT **VS.** EDUCATING

AUTONOMY **VS.** AUTHORITY



Exercise: Confrontational Interviewing

- How many years have you been in transactional sex, abusing alcohol?
- The screening test indicates that you are probably chemically dependent.
- The test says that you use on a weekly basis, yet you are denying that you are chemically dependent.



Exercise: Motivational Interviewing

- The screening test indicated that your use of alcohol has increased recently. What specific changes have you noted?
- What are some of the benefits that you get from using?
- What are some of the negative things about using?
- What concerns do you have about your current pattern of use?



In Motivational Interviewing:

- Motivation is elicited from the client and not imposed by the counsellor.
- It is the client's task, not the interviewer's, to articulate and resolve ambivalence
- Direct persuasion is not an effective method for resolving ambivalence



In MI

- The counseling style is generally a quiet and eliciting one
- The counselor is directive in helping the client to examine and resolve ambivalence
- Readiness to change is not a client trait, but a fluctuating product of interpersonal interaction
- The therapeutic relationship is more like a partnership than an expert/recipient exchange



Levels of Reflection

- Repeating (same words)
- Rephrasing (same content, different words)
- Paraphrasing (reflecting meaning)
- Reflection of feelings (“You feel...”)
- Deeper meaning (“You feel _____
BECAUSE...”)



Sentence stems for reflections

- It sounds like you...
- You mean that...
- You're wondering if...
- So you feel... You're feeling...
- You...



Practice: Good Listening and Reflections

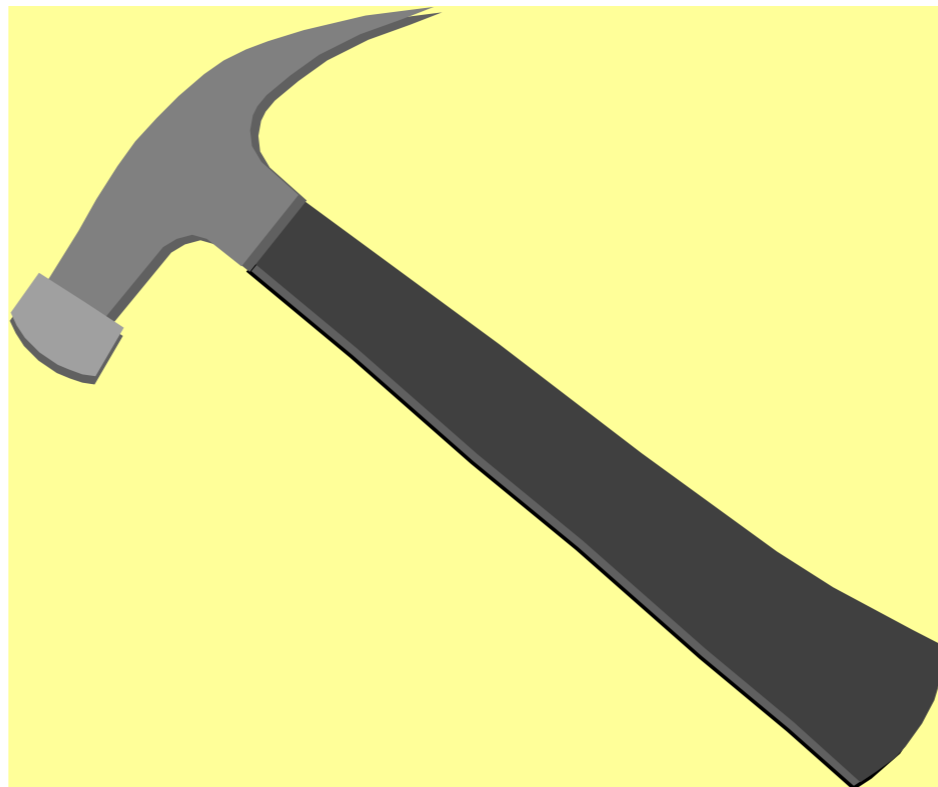
SPEAKER: “One thing about myself that I’d like to change is...”

LISTENER: Respond with reflective statements only.

SPEAKER: Respond freely.

LISTENER: Continue to reflect.

E. Six Tools for Motivational Interviewing





1. Use Open-Ended Questions

- Clients should do most of the talking
- Most useful early in session to build rapport & provide direction
- Opportunity to ask for the “other side of the coin”



2. Ask Good Questions

- “Good” question: A question for which the answer is change talk. (It draws out the reasons and intentions for change.)
- Not-so-good question: A question for which the answer is resistance (commitment to the way things are).



Good question or not?

- In what ways has alcohol been a problem for you?
- What do you think keeps you from abstaining?
- Why don't you try going to AA?
- Why would you want to put your baby at risk by drinking?
- What's wrong with trying a few days without alcohol?



3. Provide Positivity

- Find and discuss something positive about client's behavior
- Acknowledgement vs. approval ("You" vs. "I")
- Genuineness is critical
- What if I can't find anything positive about my clients?



4. Listening and Reflecting

- Demonstrates a desire for mutual understanding
- Start with simplest levels of reflection and move forward as rapport builds
- Good follow up to open-ended question
- “Listen more than tell”
- Being selective as we hold up a mirror for the people we work with



5. Encouraging Talk about Change

- Arranging conversation so that clients make the argument for change
- Several strategies to elicit self-motivational statements
- Easiest is to ask questions which elicit concern, intent to change and optimism (see handout for sample questions)
- 2 exercises: Pros and Cons and Readiness to Change exercises (more soon)



6. Summarize Often

- Indicates attentiveness on part of interviewer (“Let me make sure I’m getting this...”)
- Allows client statements to be clarified, consolidated, & reinforced
- Builds discrepancy, provides direction



When to Use Summaries

- When you want to reinforce key points (“Collecting”)
- When you want to ask for more information (“What else...?”)
- When you want to make connections for people (“Linking”)
- When you want to slow things down or change direction
- When you want to transition to Phase II



Maximizing Client Participation

- Elaboration
 - (What else?, Say more about that)
- Looking back
 - What was it like before you started using...
- Looking forward
- Using Extremes
 - What's the worst case in 3 years if you don't change?
 - What's the worst case in 3 years if you don't change?



G. Readiness to Change

- Readiness ruler
- Ask for 0-10
- Follow-up with: “What makes you an x instead of an x-2-3?”



harm reduction



choice

abstinence



third way





H. Keys to Giving Advice

- “I’ve learned that it is best to give advice in only two circumstances; when it is requested and when it is a life-threatening situation.”
-- Andy Rooney



Before giving advice, ask...

- “Have I elicited the client’s own ideas and knowledge on the subject?”
- “Is what I am going to convey important to the client’s safety, or likely to enhance the client’s motivation for change?”

Miller and Rollnick, 2002, pg. 131



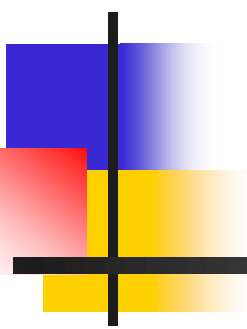
I. Addressing Resistance



Four Categories of Resistance Behavior

- **ARGUING:** Contesting the accuracy, expertise or integrity of the interviewer
- **INTERRUPTING:** Cutting off or talking over the interviewer in a defensive way
- **UNWILLINGNESS:** Not recognizing problems, cooperating, taking responsibility or accepting advice
- **IGNORING:** Being silent, inattentive, non-responsive or side-tracking

Why Do Clients Show Resistance?





Responding to Resistance: Strategic Responses

- **Emphasizing Personal Choice and Control** ("It's really your decision...")
- **Shifting Focus** ("We've gotten ahead of ourselves...")
- **Reframing** (Offer a different view or new meaning)
- **Agreement with a twist** (Reflection followed by a reframe)
- **Siding with the negative**



Responding to resistance: Reflective Responses

- **Simple Reflection** (Often focused on feelings; e.g., "You're angry about being sent here.")
- **Amplified Reflection** (Add some intensity, e.g., "You're **furious** about being sent here.")
- **Double-Sided Reflection** ("On one hand you like the way things are; and on the other hand there's part of you that would like to make a change.")

J. Strengthening Commitment and Planning for Change



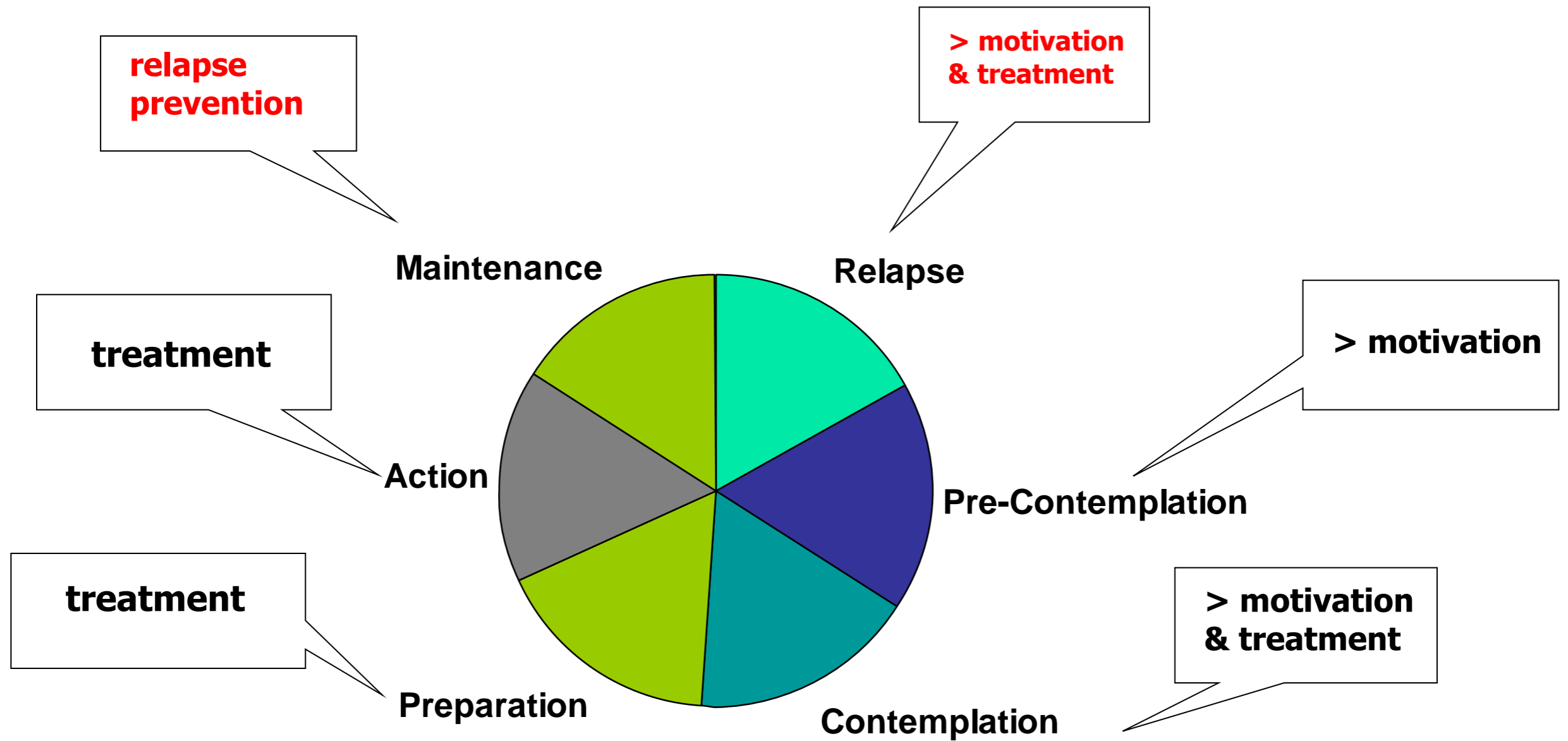


Resistance Practice (Group wk)

- **Break up into pairs.** One person is a "speaker" and one a "counselor."
- **Speakers:** Think about a client or other person who is resistant, not motivated to change, not ready, or not confident.
- Write down a "resistance" statement made up of 2-3 sentences.
- Speak your statement to the "counselor" 8 times.
- **Counselors:** Respond to the same statement 8 different times—each time with one of the skills.
- Start with the simple reflection and work your way down to siding with the negative or mix them as you choose.
- **Switch rolls and repeat.**

Stages of Change

Prochaska and DiClemente





Signs of Readiness to Change?



Moving from Ambivalence to Commitment

- Looking for signs of readiness
- Summarizing & asking “key” questions
- Allowing novel solutions from clients
- Offering a menu of choices
- Delaying advice until the client invites it
- Remembering the client may change without you



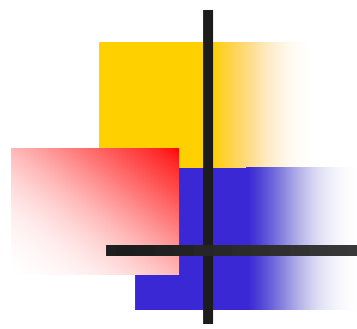
Negotiating a Change Plan

- When the client is ready!
- Formal or informal approach
- Offer a menu of choices
- Continue to use MI skills
 - Open-ended questions; reflection
 - Delay advice until the client gives it
- Change may happen later, or not at all



K. Summary, Discussion and Wrap-up

- Integrating MI into your setting
- Continuing skill development
 - Learning from your patients.
- Ongoing consultations
- Other issues and questions
- Evaluations



THANK YOU!