

Motivational Interviewing

Helping people move toward change and growth



Annie Roepke, Ph.D. (she/her)

Evoke Training & Consulting with NPTC, 2023

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Our training series



1. How and why do people change?
2. What is MI?
3. Recognizing change talk & sustain talk
4. Steering toward change with OARS
5. Responding to “resistance”
6. MI, culture, & equity
7. A bonus tool

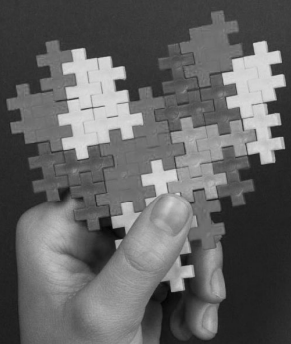
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a thank-you + an invitation to centering practice



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Three invitations:



- Take care of yourself!
- Jump in and co-create the training
 - Options for participation, role plays, etc.
- Share your perspectives on culture, diversity, equity, power

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How and why do
people change?



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Why don't they do "what's good for them"?

(Why don't we do "what's good for us"?)

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The way we define a problem
shapes the way we try to solve it

The problem	The solution
They don't see (or want to see)	Give them insight
They don't know	Give them knowledge
They don't know how	Give them skills
They don't care	Give them hell

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Persuasion

- What happens when you try to persuade, advise, convince, cajole people to make some sort of change?
- What happens when someone else tries to cajole you?



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Another way: Motivational Interviewing



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Activity: A Taste of MI

- Work with a partner
- Choose roles: Speaker and Listener
- Speaker = person not doing enough of some behavior they know is good for their health/happiness (exercise, sleep, mindfulness, etc.)
- Listener:
 - Try to genuinely understand the dilemma
 - Ask why they'd want to make this change
 - Ask how they might make this change
 - Summarize what they're saying
 - Ask what they think they'll do now
 - ...GIVE NO ADVICE!

(Credit: Motivational Interviewing Network of Trainers)

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What is MI? (And why do it?)



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What is MI?



MI is a specific sort of conversation about change.

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What is MI?



“a particular way of talking with people about change and growth to strengthen their own motivation and commitment”

– Miller & Rollnick, 2022

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What is MI?



A way of structuring a conversation so that the other person can talk themselves into changing

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We believe what we SAY...
...not what we HEAR

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MI works... in 2000+ research trials.

Supporting changes in: substance use, alcohol use, tobacco use, exercise, HIV viral load, dental care, blood pressure, confidence in change, problem gambling, sexual risk behavior, suicide prevention, treatment engagement & attendance, treatment results, academic motivation, academic achievement, school attendance, confidence about academic/vocational goals, return-to-work, parenting skills, children's health, children's behavior...

Sometimes in just 20 minutes!

(Lundahl et al., 2013; Van Buskirk & Wetherell, 2014) (Seal et al., 2012; Hsieh et al., 2012; Davis et al., 2003; Snape, 2016)



An MI conversation plants a seed

What is MI? (2 “wings”)

Spirit; “a way of being with people”



Techniques & skills

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MI Spirit

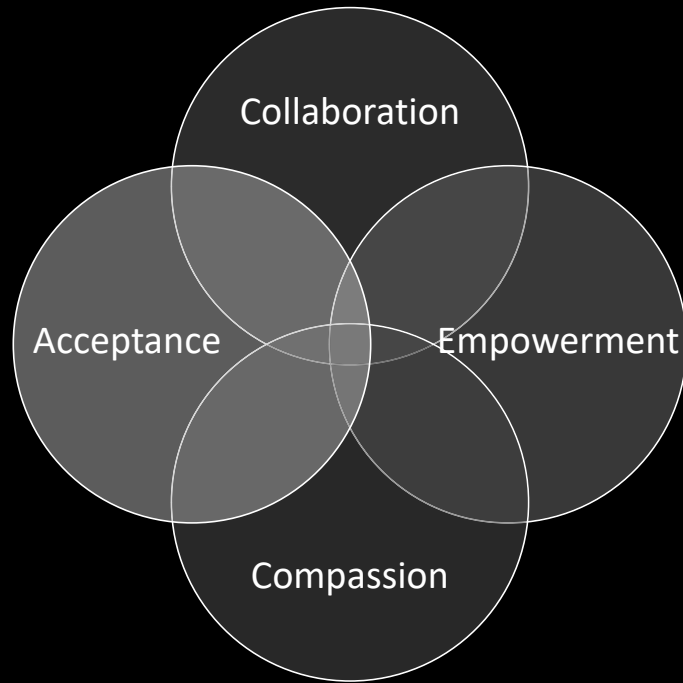


Who was helpful to you in making a tough change or navigating a transition?

What did they do or say?

What were they like?

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5 principles

Appreciate ambivalence

Develop discrepancy

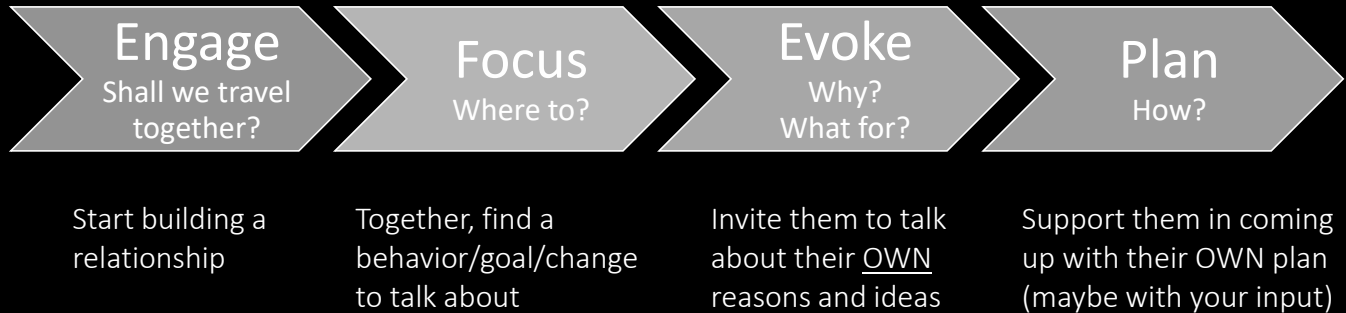
Express empathy

Support self-efficacy

Soften sustain talk

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4 processes of MI



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what → why → how

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Video

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2. What is MI?
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4. Steering toward change with OARS
5. Responding to “resistance”
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7. A bonus tool

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What is MI? (2 “wings”)

Spirit; “a way of being with people”



Techniques & skills

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Skill #1: recognizing change talk & sustain talk



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Target behaviors (goals)

- What sorts of things do you want to help people DO - or NOT do?
- Ethical considerations

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Help them explore their own motivations to do these things! (+ their own ideas about how to do it)

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Change talk
what they
say in favor
of change



Sustain talk
what they
say in favor
of staying
the same

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Change talk & Sustain talk

Positive

Negative

Change

I'd be
better off

Changing
is hard

Stay same

I like things
now

I've got
problems

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Some CATegories of change talk: DARN CAT

- Desire
- Ability
- Reasons
- Need
- Commitment
- Activation
- Taking steps



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Activity

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Snatching *hope*
from the jaws of
despair

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Video

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Skill #2: Steering toward change with OARS



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Evoking change talk: Steering with OARS

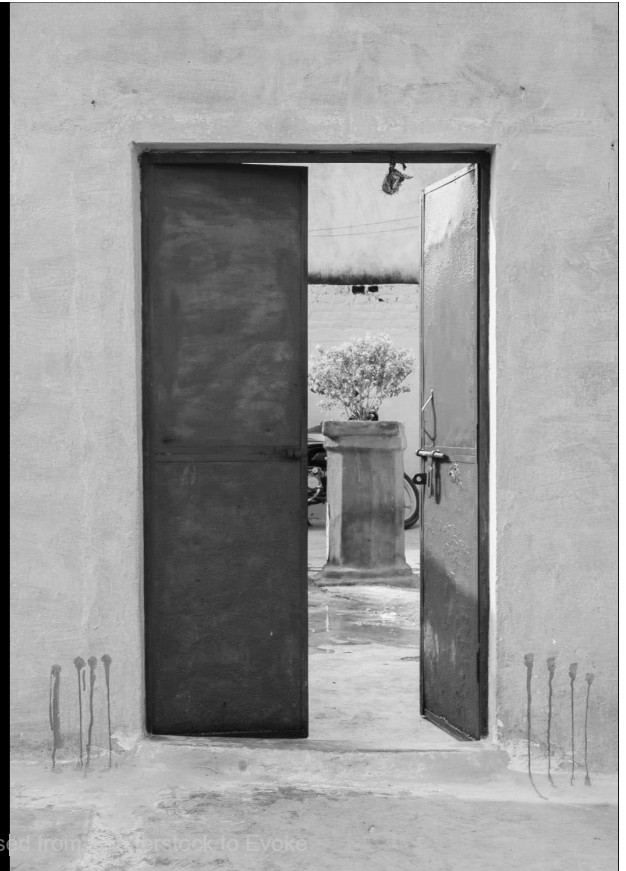
- Open questions
- Affirmations
- Reflections
- Summaries



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Open questions

- Questions that invite longer response
- Examples from your work?
- Examples that invite change talk?



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What is a question we might ask for each category of change talk?

- Desire
- Ability
- Reasons
- Need
- Commitment
- Activation
- Taking steps



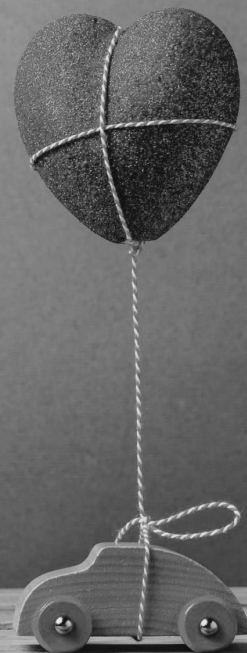
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Activity

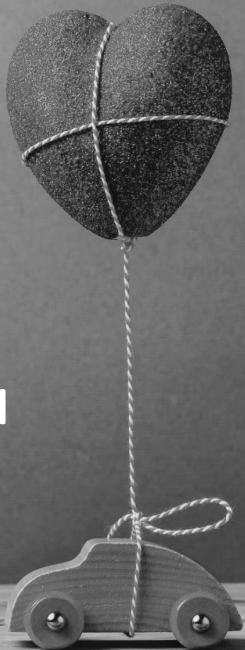
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Affirmations

- Statements highlighting & appreciating strengths
- Deceptively simple?



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Think of a client
you saw this week.
What affirmation could you
offer them?

Our training series



1. How and why do people change?
2. What is MI? (review)
3. Recognizing change talk & sustain talk
4. Steering toward change with OARS
5. Responding to “resistance”
6. Giving information & advice
7. MI tools and tips
8. MI, culture, & DEI (and other discussions)
9. Supportive practice
10. Other topics of your choice?

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Reflections

- Repeating their words and/or meaning

Simple: close to their own words



Complex: adds meaning

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Reflections

“I have often noticed... the more deeply I hear the meanings of this person the more there is that happens... when a person realizes he has been deeply heard, there is a moistness in his eyes. I think in some real sense he is weeping for joy. It is as though he were saying, ‘Thank God, somebody heard me. Someone knows what it is like to be me.’ In some moments I have had the fantasy of a prisoner in a dungeon, tapping out day after day a Morse code message, ‘Does anybody hear me? Is there anybody there? Can anyone hear me?’ And finally one day he hears some faint tappings...”

—Carl Rogers

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Ways to reflect

- Repeat
- Paraphrase
- Name the emotion
- Go double-sided
- Use a metaphor
- Continue the paragraph
- Guess at what they mean

Honestly drinking hasn't really caused any big issues, not lately anyway. It helps me relax and change the channel on my brain. And with my friends it would be harder NOT to drink. The main thing that makes me question it is that sometimes when I'm drinking other things start to sound like a good idea – like the other day one of my friends had meth and when I was drunk I really felt like I wanted to try it. But sober I know that's a horrible idea. Or I might feel like hooking up with my friend's boyfriend, which I normally would never. And I haven't!

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Activity

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Does the reflection move the conversation forward?

- Example, where target behavior is taking medications
- *Counselor*: 'It's good to see you again. Last time we agreed to talk about how it's going with you taking your medication. Is it okay to start there or has something more pressing come up?'
- *JP*: 'It was harder than I thought it would be. I mean, I want to do this.'
- *Counselor - Reflection that goes nowhere*: 'It was hard'
- *Counselor - Reflection that moves it forward*: 'It's a challenge to make a change and you're still committed to it.'

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Reflections that move the conversation forward

- 1: "It's hard to remember them and then I'm embarrassed when I have to take a break at work to take them."
 - Reflection that goes nowhere?
 - Reflection that moves it forward?
- 2: "I just wish I didn't have to deal with any of this and could just have a normal existence."
 - Reflection that goes nowhere?
 - Reflection that moves it forward?
- 3: "It shouldn't be this hard, I know... I do harder stuff at work every day, but somehow I can't get it together with this."
 - Reflection that goes nowhere?
 - Reflection that moves it forward?

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Summaries

- Collection of strategically-chosen reflections
- A “bouquet of change talk”

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Summaries

- 1) Say you are going to summarize
- 2) Summarize
- 3) End with open question
 - “what else?”
 - “where does that leave you?”
 - *The 59th minute question*

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Responding to change talk

- “When you hear change talk, don’t just stand there!”
- **Reinforce** it and **explore** it

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Responding to change talk

“When you hear change talk, don’t just stand there!”

Fan the flame!



**An OAR
could be
useful for
fanning a
flame...*

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Activity

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Readiness rulers

- How ready are you to use MI in your work? 0-10
- Questions:
 - Why [x] and not lower?
 - What would it take to move from [x] to [x+1]?

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Skill #3: Rolling with “resistance”



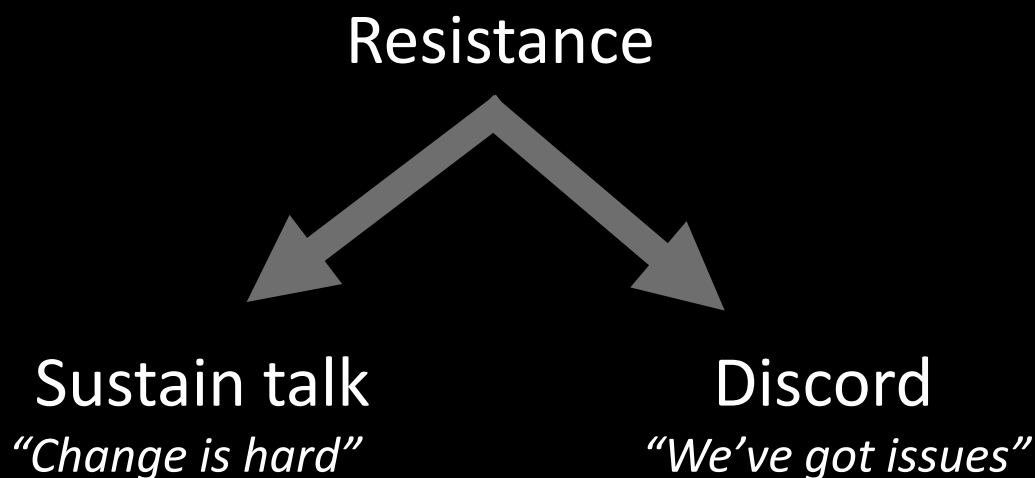
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Video (take 1)

- What do you think is her intent?
- What are her methods?
- What will her impact be?

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Moving beyond “resistance”



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Sustain talk:

- Is about change
- Is normal part of ambivalence
- Roll with it!

Discord:

- Is about the relationship
- Is a bad sign
- Turn down the heat!
Reconnect / mend.

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Activity

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Softening sustain talk

- Resist the righting reflex!
- Roll with it
- Listen
- Reflect (simple, amplified, agree w/ twist)
- Redirect to change talk
- Don't explore/elaborate
- Don't "cuddle the problem"!

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Dealing with discord

- Use your existing skill set to mend the relationship
- Get off the hot seat
- Emphasize autonomy
- Shift focus
- Reflect
- Apologize
- Re-engage, re-focus

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Video (take 2)

- What do you think is the intent?
- What are her methods?
- What will her impact be?

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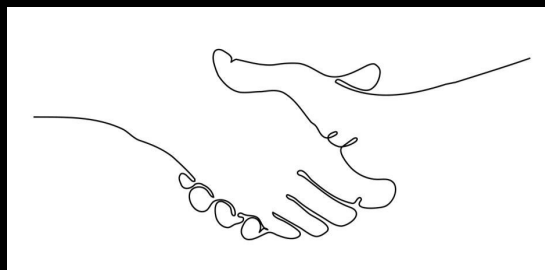
Motivational Interviewing & DEI



Diversity | Equity | Inclusion

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Courageous conversations



- stay engaged
- expect to feel discomfort
- speak your truth
- expect and accept a lack of closure

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From 'cultural competence' to anti-racism

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Cultural Responsiveness

“Understanding and appropriately responding to the combination of cultural variables and the full range of dimensions of diversity that an individual brings to interactions...”



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(Hopf et al., 2021)

Cultural Adaptation

“modification of an evidence-based treatment... to consider language, culture, and context in such a way that it is compatible with the client’s cultural patterns, meaning, and values”



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Native American Motivational Interviewing: Weaving Native American and Western Practices

A Manual for Counselors in
Native American Communities



Kamilla L. Venner, PhD (Alaska Native)
Sarah W. Feldstein, MS

Center on Alcoholism, Substance Abuse and Addictions
Department of Psychology
University of New Mexico

Nadine Tafoya, MSW, LISW (Mescalero Apache)
Nadine Tafoya and Associates

Native American Substance Abuse Prevention Programs Training & Consulting PLLC; Images licensed from Shutterstock to Evoke
Technical Assistance and Program Evaluation

Example of an adaptation of MI

Not Important	Unsure	A Little Important	Very Important
0...1...2	3...4...5	6...7...8	...9...10



Here is an adapted version of the rulers that does not include numbers but only descriptions. For each ruler, just change the wording to match what you are asking about: *importance* of making a change, *confidence* to make a change, and *readiness* to make a change.

It's not important to make a change.	You are unsure about making a change.	It is a little important to make changes.	It is very important to you to make changes.
<u>You haven't prepared the ground for planting.</u>	<u>A seed is in the soil but hasn't been watered.</u>	<u>Your plant just broke through the soil.</u>	<u>Your plant is ready to be harvested.</u>

Other ideas for adaptations were provided including using a circle rather than a line, using the growth of different plants (i.e., tobacco, chile, berries) or animals (ex., buffalo, deer, salmon) to represent different levels of importance, confidence or readiness. Please feel free to create your own adaptations to the rulers that best fit your clients. LC; Images licensed from Shutterstock to Evoke

Cultures & Systems

Culture & identity

Oppression & marginalization



Macro MI

“integrating key elements of MI with... a framework for addressing oppression and inequality...”

“...to join with clients to assess the impact of structural oppression on individual problems, as well as to envision solutions that include macro systems change”



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Being actively anti-racist

- https://m.youtube.com/watch?v=wJ_pvbC3SI&pp=ygUTYW50aS1yYWNpc3QgdGhlcmFweQ%3D%3D

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What might it mean to practice MI in a
culturally responsive way?

What might it mean to practice MI in an
anti-racist, anti-oppressive way?

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Maintaining Motivation: WOOP

- WOOP is an easy, science-based strategy for boosting our goal attainment
- Consider a change you might want to make...



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Maintaining Motivation : WOOP

- Pick one change and respond:
- **Wish**: What is your wish? What do you want to change? Make it specific and realistic.
- **Outcome**: What will be the best outcome if you're successful in making this change? Why does it matter?
- **Obstacles**: What challenges will you face?
- **Plan**: How will you overcome them and implement this? (think "if... then...")

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Wrap up:

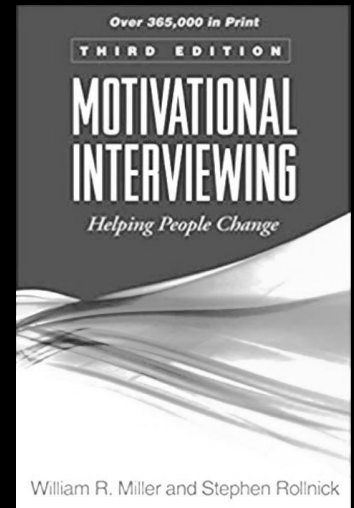
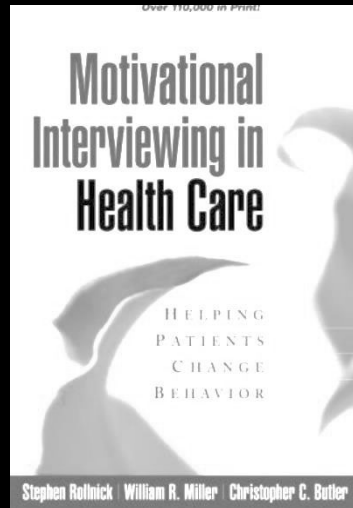
What is one thing you'll focus on next week?



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How to learn more

- Research says workshops are a good starting point... mastery takes more!
- www.motivationalinterviewing.org
- Motivational Interviewing books →
- Videos (youtube or DVDs for sale):
<https://www.youtube.com/watch?v=DSHh6V9yNzg&t=151s>
<https://www.youtube.com/watch?v=b8C1jQe0FZE&t=4s>
- Talking to Change podcast
- My MI email list: Text 206-973-3383 or email ann.marie.roepke@gmail.com
- Customized coaching



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“A single act of kindness throws out roots in all directions, and the roots spring up and make new trees.” – Amelia Earhart



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Thank you!



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