

# In the Situation Room: Motivational Interviewing

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Motivational Interviewing ( MI 3 )  
(Lay definition)

***MI is a collaborative conversation style for strengthening a person's own motivation and commitment to change.***

(Clinical Definition)

***A person-centered counseling style for addressing the common problem of ambivalence.***

(Technical Definition)

***A collaborative goal oriented style of communication with particular attention to the language of change, designed to strengthen personal motivation an commitment to a specific goal by eliciting and exploring a persons's own reason's for change within an atmosphere of compassion and acceptance.***

- Objectives
- Participants will identify four types of client languages and practice neutral and technical skills of MI.
  - Participants will discuss case presentation using an MI focus and adapt their intervention to their own setting with MI principals.
  - Participants will adapt actions to time and documentation parameters.
  - Something else???



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## Scrawl & Notes

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### CORE MI CONCEPTS

- **Demonstrates a counseling STYLE that is:**
  - Warm & friendly
  - Empathic (seeks to understand things from the client's perspective)
  - Collaborative (dances versus wrestles)
  - Accepting/non-judgmental
  - Respectful
  - Positive & Hopeful
  - Honoring of autonomy (respects the client's freedom of choice)
- **Suspends the expert-didactic-prescriptive-authority role**
- **Resists the "righting reflex"** (the desire to fix things)
- **Observes Discord** and employs strategies to minimize
- **Listens first! Talks less** than client!
- **Uses O.A.R.S. to support the client** in safely exploring experiences, concerns, values, and motivations
  - Open-ended questions
  - Affirmation
  - Reflective Listening
  - Summaries
  -
- **Asks mostly open-ended** versus close-ended questions
- **Reflect! Reflect! Reflect!** On average, reflects twice for each question
- **Encourages "change talk!"** Invites the client to give voice to their own wisdom, concerns, ambivalence, motivations, aspirations, ideas, and solutions
- **Asks permission** before raising a topic, addressing concerns, offering advice or exchanging information
- **After exchanging information** (advice, education, clinical feedback), asks for client's response
- **Holds the reins on goal setting** until the client is ready
- **Able to let go** when client is not ready to change

## What is your Client's MI Recipe?

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### INGREDIENTS

Empathy  
Collaboration  
Autonomy  
Respect  
Non-Judgement  
Readiness  
Importance  
Confidence  
Simple Reflections  
Complex Reflections  
Open Questions  
Affirmations  
Summaries  
Asking Permission  
Persuasion with permission  
Evocation  
Cultivating Change Talk  
Softening Sustain Talk

### MI MARTINI

- Add large shot of complex reflections
- A dash of affirmation
- Add to a chilled cocktail shaker with summaries, open questions and authentic curiosity; (Avoid the urge to fix by stirring) Shake gently in a Sean Connery way to create collaboration
- Client will let you know when they are ready with mobilizing change talk and excited brainstorming vision.
- Make a plan that comes mostly from the client about what kind of glass and how and when to drink.
- Pour in a gorgeous chilled martini glass over a nonjudgemental or a respectful pearl onion.
- Assess for glitches and success and

**DRINK A TOAST TO MILLER & ROLLNICK!**

### MI PIE

- cream autonomy and collaboration in a bowl with some rapport building
- assess discord and if present work with spirit principals a big longer
- once you have stopped wrestling with the mixture add in some collaborative focus and complex reflections
- Summarize ambivalence with juicy details and explore
- Evoke using Tell Me More questions and reflections that cultivate change talk. Soften or sidestep any sustain talk and roll the dough into a pie pan
- Sweeten with small amounts of coaching and persuasion with permission and cook in the oven until you have a SMART Plan that comes from the patient.

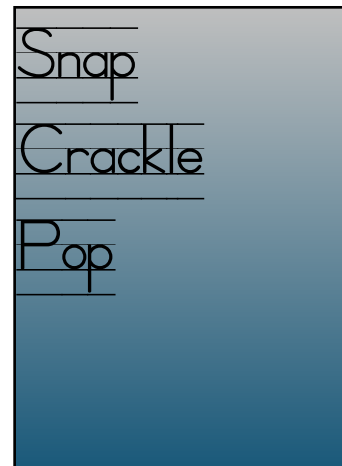
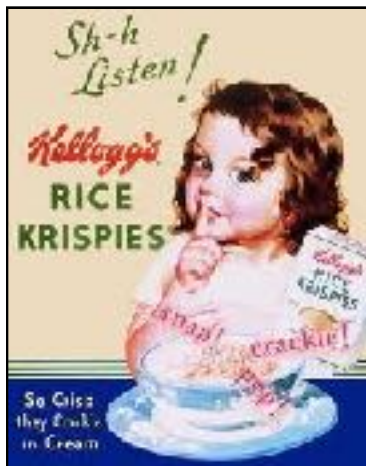
**CUT a Big fat Piece and Serve with Ice Cream**

**Engagement-Client led:** Use OARS ( Open Questions,Affirmations,Reflections, Summary) Grain of Truth and reflection to solve relational and situational discord

**Focusing-Collaborative:** (3 types) Primary Focus, Menu, (3 top Priorities for change in next 3 months), Confused Focus

**Evoking- Strategic & Technical:** Guiding and Coaching talks about change and situation; Client thinking out loud in new ways; talks more than counselor. ( Change Talk) EARS ( elaboration, affirmation,reflection,summary); may rub up against situational discord- solve by backing up slowing down .

**Planning- Collaborative:** S.M.A.R.T. specific,measurable,achievable, realistic,time oriented (tweak what's not working). If Plan stalls return to applicable phase to solve.



Type of Reflection	Reflection
<b>Emotion:</b> Reflect emotion	
<b>Values:</b> Reflect core values	
<b>Amplifications:</b> “So this (target or barrier) is a big problem”	
<b>Minimizations:</b> “So this ( target) isn’t a big deal.”	
<b>Double –Sided:</b> On the one hand... and on the other hand...	
<b>With a Twist:</b> “No one can tell you what to do. You need to be a full partner in the process.” (reflect the sustain talk and then flip it)	
<b>Metaphor-</b> “Its as if...”	

Road Block	Grain Of Truth	Balancing Thought/ using a Spirit Principal: Autonomy, Collaboration,Evocation, Compassion
I don't have time to do Motivational Interviewing		
You don't look old enough to understand my problems		
White people always make systems that put my people in jail or worse.		

## Key Questions

### Asking for Commitment-

*Where does this leave you now?*

*What do you think you'll do?*

*Where do you go from here?*

### Asking for specific goals-

*What would you like to be different?*

*What specifically would you like to change?*

*What would be the first change?*

### Asking for a plan-

*How might you go about doing this?*

*What is the first step?*

*What has worked before?*

**When you want to raise awareness-**

*When can you see this changing?*

*What would make you feel like now is the time?*

*What will you watch to see that its time?*

**When you are asking for follow-up when client has not made a commitment-**

*What are you thoughts now?*

*Since we met what has come up for you about this?*

*So what's in your head about this decision?*

**Focusing Questions/Case Study**

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**CASE PRESENTATION AND ROLE PLAY — — — — DEVELOP A NUT SHELL PRESENTATION**

Brainstorm: MI spirit and language.

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## CASE CONSULTATION

What are my biggest concerns?

What are the Client's biggest concerns?

What Aspirations or goals do I have for this client?

What Aspirations or goals does the client have?

Where do these intersect?

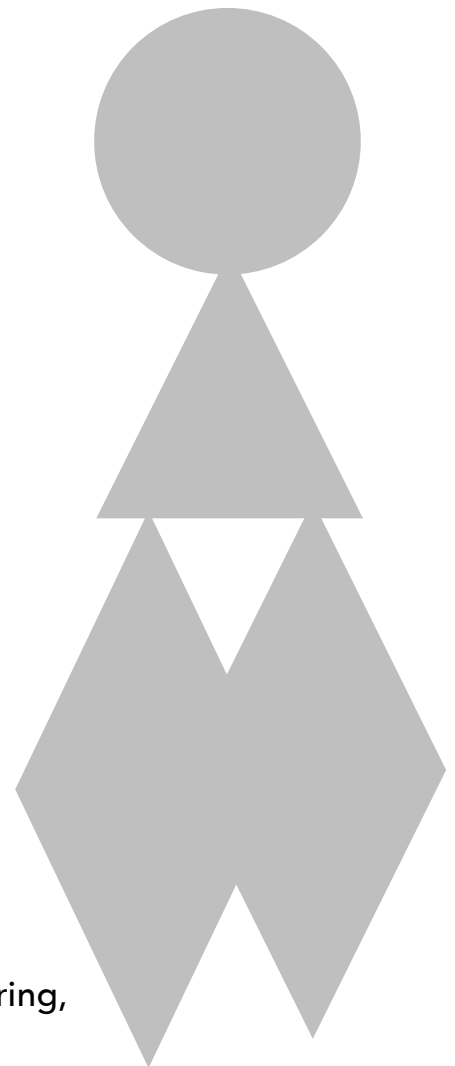
What modes of Defensiveness does this client utilize?

What spirit principles can I emphasize :  
(Collaboration, Autonomy, Compassion, Evocation)

What Righting reflex modes might I fall into?

Are there any ethical considerations?

What system issues do I need to consider? (data gathering,  
paperwork, premature goal setting)





## Exploring PERSPECTIVES

Explore Lifestyles, typical day

Explore Priorities and agenda setting

Explore Ambivalence/Good not so good/decisional balance

Explore potential changes versus not willing to change

Explore Values, Wishes, Hopes Aspirations

## Broadening PERSPECTIVES

Evoke current perspectives compared to initial perspectives

Evoke stages of change and process of change conceptually

Elicit change success stories

Elicit relationship to change related to ready, willing and able

Elicit adaptation to Chronic Illness, coping skills, supports and identity & values changes

## Brief ACTION Planning

Brief Action Planning is organized around three core questions:

“Is there anything you would like to do for your health in the next week or two?” (what, when, where, how often, etc?)

“On a 0-10 scale of confidence, where 0 means no confidence and 10 means a lot of confidence, about how confident are you that you will be able to carry out your plan?” (If confidence <7, initiate collaborative problem-solving).

“When would you like to meet again to review how you’ve been able to do with your plan?”

## Four Types of Client Language

### Attending to Change Talk

PREPARATORY Language

Desire  
Ability  
Reasons

MOBILIZING Language

Commitment  
Action  
Taking Steps

### Sidestepping Sustain Talk

PREPARATORY Language

No Desire  
No Ability  
No Reasons

MOBILIZING Language

No Commitment  
No Action  
No Taking Steps

### Counting Autonomy Support Statements

"It's your choice"

"You can do it"

"You are in charge"

#### Affirmations

Reflective statements of ability  
Not statements of cheerleading:  
"Good for you" "That's Great!"

#### Questions

Open versus closed

#### Reflections

Simple & Complex  
Expanding meaning  
an idea

#### Reflection Slime

Embedding your advice,  
interpretation or opinion  
Trying on

### **DISCORD**

You are just like my family. Things are not that bad. My family are idiots. They are making me the problem but my drinking isn't the real problem. I just need to move

Counselor Tasks and MI Decision Rules:

Discord: Reflect essence of Clients' perspective; Use spirit principals ( Partnership, Autonomy, Compassion) to build rapport; Strengths Focus and complex

### **AMBIVALENCE**

I know my drinking had gotten out of whack lately but I think I can manage it. I just lost my grip a little when Jeanie broke up with me.

Counselor Tasks and MI Decision Rules:

Ambivalence: Reflect & explore ambivalence and values; build discrepancies pause so that the client can percolate with the exploration. Look for Readiness, Importance and Confidence

### **SUSTAIN TALK**

Things are not that bad. I like to drink and drinking still likes me. I am not as bad as some of the guys I mess around with. We have so much fun. Last week we went to the Brewery and then played ping pong.

Counselor Tasks and MI Decision Rules:

Sustain Talk: Soften, sidestep and ignore once rapport and focus is established by reflecting time element, ambivalence, and or cultivating change talk in specifics

### **CHANGE TALK**

I know what would help me. If I stopped drinking at the bar right after work and started running again. I used to like running. I even ran some marathons. I cant be a heavy drinker when I am running.

Counselor Tasks and MI Decision Rules:

Change Talk: Reflect, Reflect, Reflect; Explore meaning of change in new ways with client and Tell Me More about... questions. Use EARS, (elaboration, affirmation, reflections, summaries

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- Honoring Others:
- Vintage Rice Krispies ad: <https://www.google.com/url?>
- Salt Shaker: google image search pinterest
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