

Motivational Interviewing Reference Guide

Motivational Interviewing is a way of being with another person and a set of specific skills that, in combination, help people work through their ambivalence (mixed-feelings) about change so they are more likely to set goals and make changes in their lives.

The process of motivational interviewing increases:

- a person's confidence in their ability to change
- the perceived importance of the change
- their commitment to change



Principals of Motivational Interviewing

- ✓ **Resist the “righting reflex.”** The urge to “fix” the client or argue for their change.
- ✓ **Understand your client.** The client’s reasons for change are most important because these will most likely trigger behavior change.
- ✓ **Listen to your client.** MI involves as much listening as speaking and informing.
- ✓ **Empower your client.** Convey hope around the possibility of change and support the client’s choice and autonomy.

Stages of Change

The Stages of Change Model is a theory that describes the process people go through when they successfully make changes in their lives. Motivational Interviewing skills help move people through the stages of change.

The Four Phases of Motivational Interviewing

- **Engaging:** build rapport, listen, express empathy
- **Focusing:** select an area on which to focus attention and talk about more deeply
- **Evoking:** encourage change talk and draw out the person’s reasons for change
- **Planning:** collaboratively set goals and create a specific plan for accomplishing the goal

Change and Sustain Talk

“I know I should take my medication.....BUT.....I always misplace my asthma inhaler.”

CHANGE TALK

SUSTAIN TALK

Types of Change Talk: DARN CAT

PREPARATORY CHANGE TALK (DARN)

- D**esire to changes (wishes, hopes, wants)
- A**bility to change (optimism)
- R**easons for change (benefits of change)
- N**eed to change (problems with the status quo)

MOBILIZING CHANGE TALK (CAT)

- C**ommitment (“I will...”, “I plan to...”)
- A**ctivation (“I am ready, prepared and willing to change”)
- T**aking Steps (“I am taking specific steps”)

How to Elicit? Ask...

“Why do you want to make this change?”

“If you decided to make a change, how might you be able to do it?”

“How would things be different if you changed?”

“How would things be better if you changed?”

When you hear change talk you know you are doing it right.

COMMITMENT LANGUAGE PREDICTS CHANGE

“What do you intend to do?”

“What are you ready or willing to do?”

“What have you already done?”

“What is your next step?”

OARS: FOUNDATIONAL SKILLS

- **OPEN-ENDED** questions that encourage elaboration and cannot be answered with “yes” or “no”

- **AFFIRMATIONS** acknowledge the client’s expertise, efforts and strengths

- **REFLECTIONS** are statements that reflect accurate empathy

simple reflections: paraphrase, repeat the content

complex reflections: reflect what the client has said as well as what he or she is experiencing but has not yet verbalized (the meaning beneath the client’s words)

- **SUMMARIES** are a type of reflection where all or part of a session is recapped, most successful when they are targeted and succinct, and include elements to keep the client moving forward.

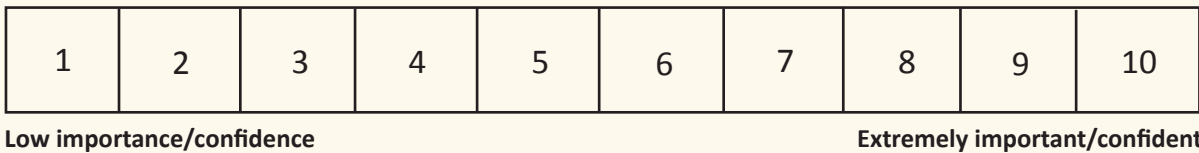
PROS AND CONS

Exploring the pros and cons of changing and not changing

Benefits of Changing	Negative Consequences of Changing
Benefits of Not Changing	Negative Consequences of Not Changing

READINESS RULERS

Readiness rulers are a tool designed to elicit change talk. Use them to explore the importance clients attach to changing, and their confidence and readiness to change (on a scale of 1 to 10). “On a scale of 1 through 10, how important is it for you to quit smoking?” On the same scale, how confident are you feeling about your ability to quit?”



Ask: “Why are you at ____ [higher #] and not ____ [lower #]?”

AGENDA MAPPING

Create a “bubble sheet” and invite the client to identify all the possible areas for change. You may choose to pre-populate some of the circles. After inviting the client to share his or her priorities, ask: “Given the possible areas of focus, what would you like to talk about today?”

