Motivational Interviewing & Stages of Change: Introduction

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INTRODUCTION

» Experience with MI

» Goals and objectives for the workshop

» Key Features: Learn about the spirit, principles and theory of MI

» Understand how the Stages of Change relates to MI

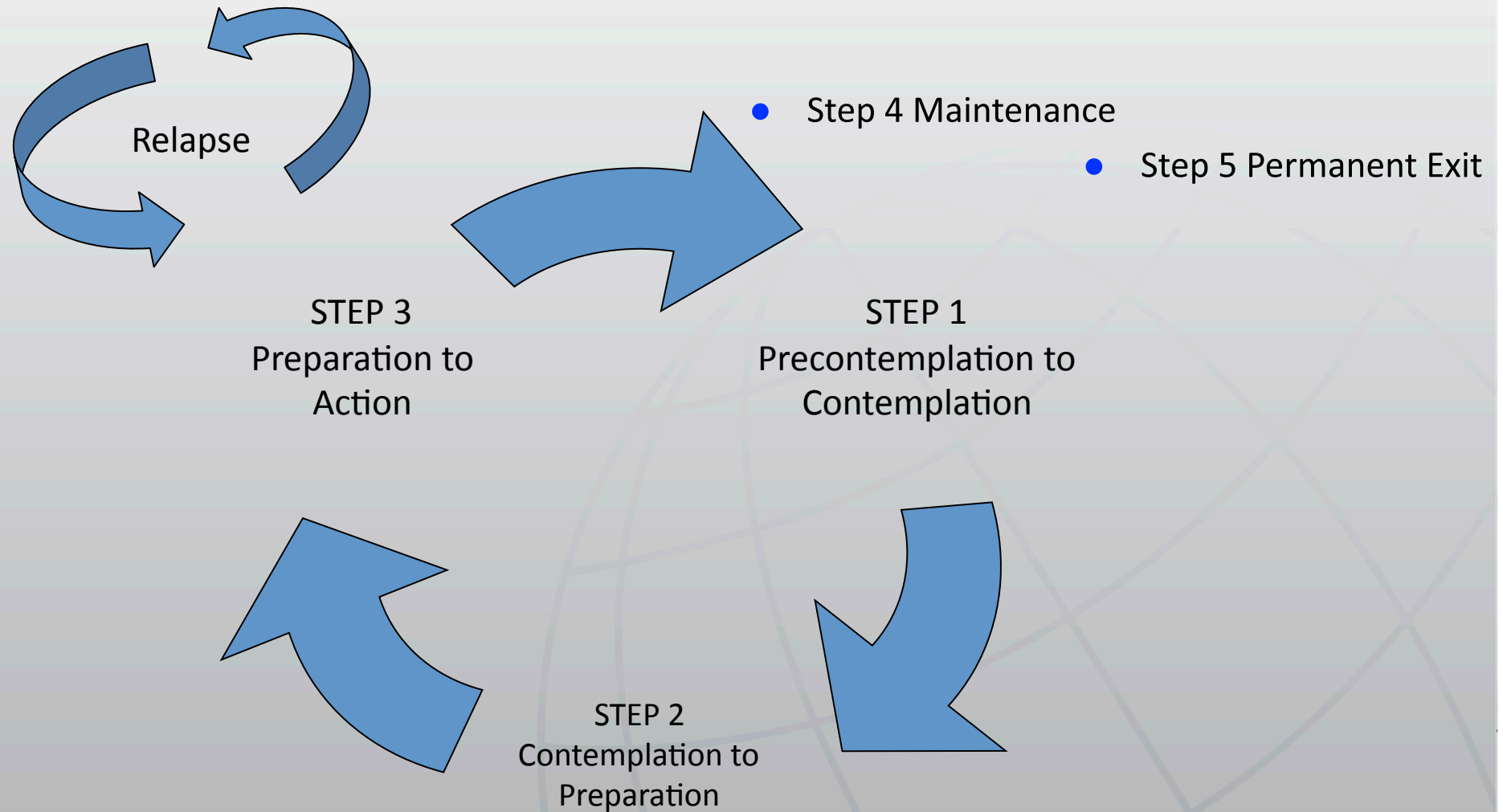» Understand how MI fits into the Restorative Framework

» Have fun!

ACTIVITY

» In Pairs

» Think about a time when you were TOLD you needed to make a change

» Focus on the experience rather than the change itself
- What did the process look like?
- Did you make the change?
- How long did it take?

HOW DO YOU CHANGE

» What motivates you to change?
» Lecture?
» Someone telling you it is a good idea?
» Someone ignoring you until you change?
» Yelling and convincing?
» Bribery?

STAGES OF CHANGE

Relapse

Step 4 Maintenance

Step 5 Permanent Exit

STEP 3
Preparation to
Action

STEP 1
Precontemplation to
Contemplation

STEP 2
Contemplation to
Preparation

Prochaska and DiClemente (1986)

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» It is a philosophy, but not a new one

» Rogers 101...with a twist

- Humanistic philosophy
- Consciously directive to resolve ambivalence in a particular direction of change

» Intrinsic motivation

» Change arises through its relevance to the person's own values and concerns

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WHAT IS MI?

MI is a collaborative conversation to strengthen a person's own motivation for and commitment to change

-Lay Person's definition (What's it for?)

MI is a person-centered, counseling method for addressing the common problem of ambivalence about change.

- Pragmatic practitioner's definition (Why would I use it?)

MI is a collaborative, goal oriented method of communication with particular attention to the language of change. It is designed to strengthen an individual's motivation for and movement toward a specific goal by eliciting and exploring the person's own argument for change.

-Technical Therapeutic definition (How does it work?)

UNFOLDING PRINCIPLES:

» *"It's better to be effective than right."*

» Effectiveness includes...
Eliciting early motivation for change
Resolving ambivalence for continued change

» *A client can't be a "treatment failure" if they were never engaged in treatment in the first place.*

EVERY INTERACTION COUNTS!

» A single interaction is effective in enhancing motivation and outcome.

» Common elements…
- Personal choice and responsibility
- Positive encounter
- Increase self-efficacy

» So how do we get there?

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WHAT MI IS AND IS NOT

» MI is NOT crisis intervention

» MI is paperless

» MI is communication

» We should <u>not</u> ask: "Why isn't the client motivated?"

» We should ask: "What is the client motivated for?"

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SPIRIT OF MI: PACE

» Partnership: Working with youth and families in a partnership.

» Acceptance: Four person-centered conditions: Absolute worth, Accurate Empathy, Autonomy Support, and Affirmation

» Compassion: To actively promote the other's welfare, to give priority to the other's needs. An awareness of what is of benefit to the client.

» Evocation: The resources for change and motivation are presumed to reside within the individual. We want youth and families in an active-speaking role, rather than in a passive listening role.

» <u>E</u>xpress <u>E</u>mpathy

- Seek to understand
- Builds trust
- Acceptance of change

» <u>A</u>mplify <u>A</u>mbivalence

- Expect it!
- Develop Discrepancy (Where they are vs. where they want to be)

» <u>R</u>oll with <u>R</u>esistance

- Resistance helps understand barriers to change
- Resistance when not reinforced is diminished

» <u>S</u>upport <u>S</u>elf-Efficacy

- Hope is essential to change
- Can do attitude! Reinforce Efforts!
- Ready, willing, and able

» In Triads

» Think about a challenging person/s you are working with and share the struggle with the group.

» Keeping EARS in mind, brainstorm strategies you can use with that person.
  • Record your strategies

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» We should…

- Ask **O**pen-ended questions

- **A**ffirm

- **R**eflective listening

- **S**ummarize

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» Create momentum

» Focus broadly at first: *How can I help you?*

» Then narrow:
- *What do you think about your drug use?*
- *What do you think about your friends?*

» 80/20

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» Clients can be demoralized

» Orients clients to their resources

- *You're clearly a strong person for having to deal with this for so long.*
- *You really think things through.*
- *That's a good idea.*

» Be genuine

REFLECTIVE LISTENING

» Be a mirror (Repeat)

» Make guesses

» Think reflectively (Rephrase)

» Reflections are <u>statements</u> not questions

» Levels of reflection
- Simple
- Amplified
- Double Sided

SUMMARIZE

» Special form of reflection

» Let them know it's coming

» Collects, links, transitions
stress

ACTIVITY

» In Pairs

» Using OARS, one partner tell the other about a good day you had and switch.

» Practice using the techniques even if it feels unnatural at first.

TRAPS TO AVOID

» **Question-Answer Trap**
  - Stifles client elaboration
  - Reduces collaboration effort

» **Taking Sides Trap**
  - The most important trap to avoid
  - Arguing one side elicits the other

» **Expert Trap**
  - The client is the expert on themselves
  - Opinions will come later

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TRAPS TO AVOID

» Labeling Trap
- Pressure to label can lead to wrestling
- Data does not support need to accept label

» Pre-mature Focus Trap
- May elicit dissonance
- Start where client is...

» Blaming Trap
- Render blame irrelevant in the counseling context.

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» What trap you can relate to

» What are some strategies you can use to get out of the traps?

- Question/Answer Trap
- Taking Sides Trap
- Expert Trap
- Labeling Trap
- Premature Focus Trap
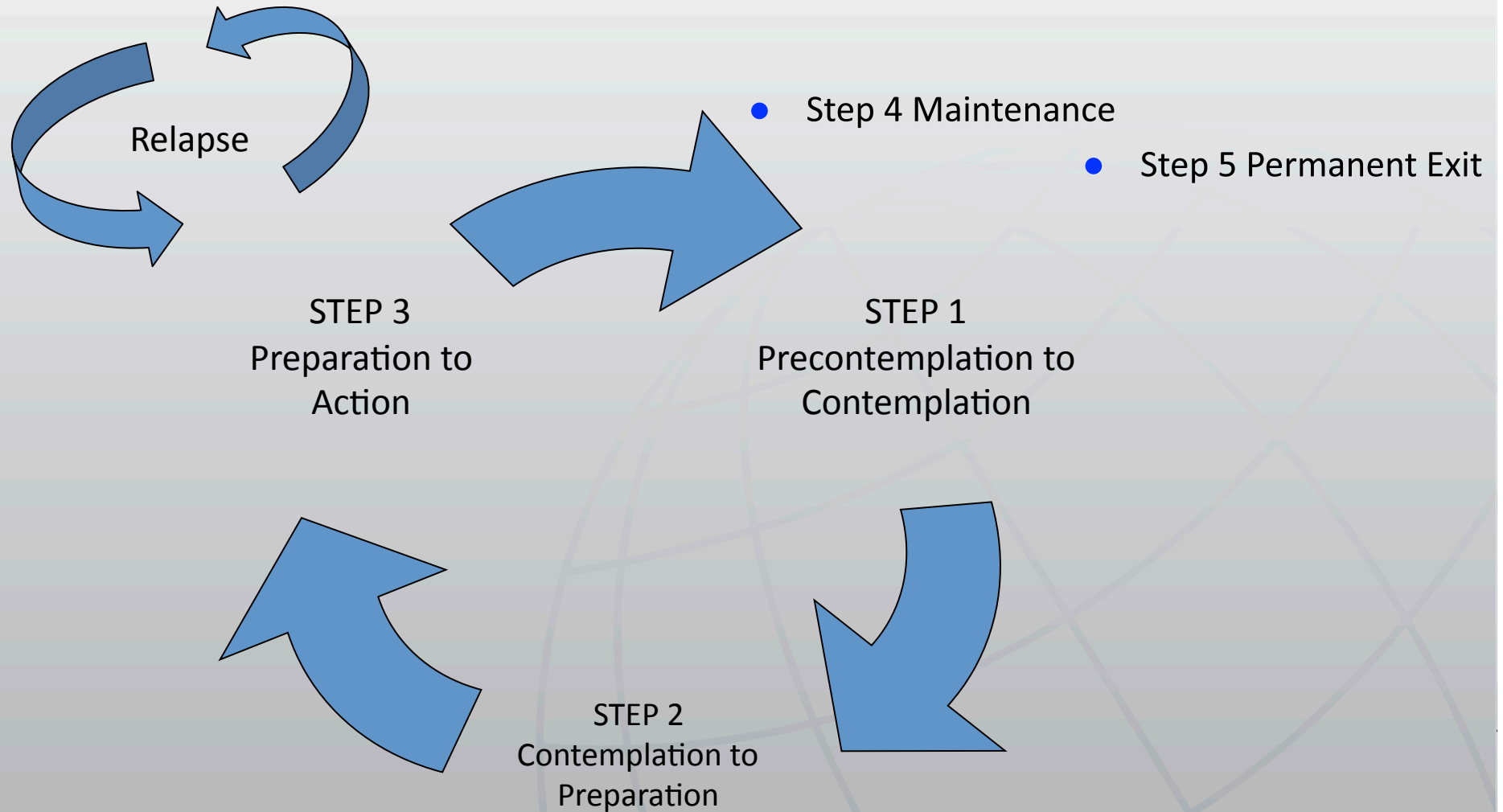- Blaming Trap

CHANGE TALK DARN- C

» Desire to Change

- What is their focus…desire to change

» Ability to Change

- Do they have the ability to change

» Reason to Change

- Why change

» Need to change

- What is the need

» COMMITMENT to Change

- Will they desire the change do they want it

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» Arguing for the status quo:
  - Client communication that indicates a desire, plan or commitment to staying the same.

» Types of resistant or sustain talk:
  - Argue
  - Deny a problem
  - Accuse
  - Interrupt
  - Become passive
  - Think Shame responses

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Relapse

● Step 4 Maintenance

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» <u>Pre-contemplation</u>

- Validate, EARS, OARS, build rapport, their decision, personalize risk, evocative questions, listen for change talk

» <u>Contemplation</u>

- Resolve Ambivalence, explore reasons for change, direct to interventions that tilt towards change, Pros and cons

» <u>Preparation</u>

- Menu of options, collaborative plan, build confidence, attend to remaining ambivalence

» <u>Action</u>
- Affirm steps taken, build supports, revise plan as needed, bolster self-efficacy for dealing with obstacles, address feelings of loss, focus on long-term benefits

» <u>Maintenance</u>
- Affirm success, plan for continued support and self-efficacy, discuss preventing and coping with relapse

» <u>Relapse</u>
- Learn from the situation and reengage SoC. Plan stronger coping strategies.

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How does MI integrate with the framework?

- » Social Discipline Window
- » Fair Process
- » Restorative Practices Continuum
- » Psychology of Affect