

**MOTIVATIONAL
INTERVIEWING:
ENGAGEMENT &
EARLY MOTIVATION**

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IMAGINE A RELATIONSHIP....

- Compassion
- Empathy
- Fun and funny
- Connections
- Partnerships
- Optimism
- Positive vibes
- Real conversations about real emotions

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WHO IS IN THE RELATIONSHIP?

◦ Us: the “helper”	◦ Them:the helpee”
◦ Smart	◦ Seen it before
◦ Motivated for change	◦ Negative messages
◦ Heavy workload	◦ Ambivalent about changes
◦ Paid to help	◦ Emotionally conflicted
◦ Emotionally overloaded	◦ Trust or not toss-up
◦ Crispy around the edges	

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WHERE DO OFTEN
FIND THOSE WE
SERVE?

<https://www.youtube.com/watch?v=k0f0YaSEPL4>



MOTIVATIONAL INTERVIEWING: A WAY TO HARVEST
A BOUQUET OF "CHANGE TALK" TO GIVE BACK TO
OTHERS FOR FURTHER CONSIDERATION...

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MOTIVATIONAL SPIRIT: PACE
YOURSELF!

- ◉ Partnership (not authority)
- ◉ Acceptance (not judgment)
- ◉ Compassion (not sympathy)
- ◉ Evocation (not education and explanation)

- ◉ Why is this hard to do?

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**WHEN WE ARE
BLESSED & NOT
STRESSED...WHAT
MIGHT BE OUR
ROLE IN THIS
BETTER WORLD?**

https://www.youtube.com/watch?v=6AxgOhgf_Ac

PARTNERSHIP AND ACCEPTANCE

Partnership

- ◉ Respect for each other
- ◉ Each having expertise
- ◉ Dancing, not wrestling

Acceptance

- ◉ Embracing someone's inherent worth and potential
- ◉ Providing accurate empathy
- ◉ Supporting autonomy
- ◉ Affirming strengths




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COMPASSION

In regards to compassion I really like the concept of compassion in The Essence of the Heart Sutra, the Dalai Lama writes:

"According to Buddhism, compassion is an aspiration, a state of mind, wanting others to be free from suffering. It's not passive -- it's not empathy alone -- but rather an empathetic altruism that actively strives to free others from suffering. Genuine compassion must have both wisdom and lovingkindness. That is to say, one must understand the nature of the suffering from which we wish to free others (this is wisdom), and one must experience deep intimacy and empathy with other sentient beings (this is lovingkindness)."

Compassion in this view could be using empathy for the end goal of helping to end suffering of others. In order for this to happen, one needs to have deep connection and understanding of the other and also to understand how suffering works (or how changes are so hard to make).

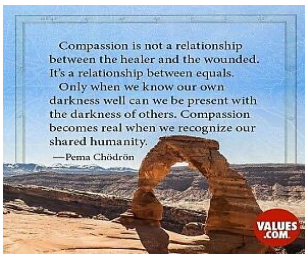
Jesse Berg, LCSW (from the MI listserv discussion on sympathy and empathy in MI)

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<https://www.youtube.com/watch?v=1Ewgu369Jw>

EMPATHY VS SYMPATHY

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EVOCATION

Evoked change talk

- “You have what you need and together we will find it.”
- Eliciting the person's own knowledge, wisdom, strengths, and motivation
- Being curious within intent



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MI AS ACTION!

- Partnership is the stance/approach
- Acceptance is the attitude
- Compassion is the action
- Evocation is goal/result

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LISTENING (NOT REALLY)



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<https://www.youtube.com/watch?v=P8GW6N3XYi8>

LISTENING TO HEAR CHANGE TALK

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AMBIVALENCE IS NORMAL!

ACCURATELY DESCRIBES THE STRUGGLES OF BEING AN ADULT.



WANTING ALL THE PIZZA, BUT WANTING A FLAT STOMACH.

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AMBIVALENCE & CONDITIONING:

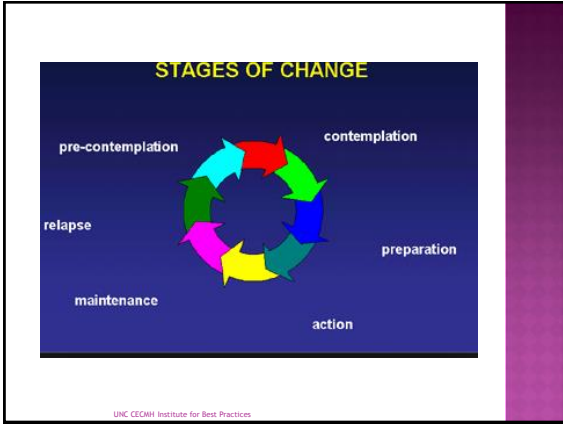
- ◉ Prior history with mental health
- ◉ Messages from family, friends, society
- ◉ Fear of failure
- ◉ Fear of success
- ◉ Responsibility and expectations

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DEALING WITH DISCORD (OR THE ARTIST FORMERLY KNOWN AS RESISTANCE)

- ◉ Discord often happens when we feel pushed.
- ◉ Some are pushed into programs and services by the courts, guardians and resent this.
- ◉ Expect that you might not be on the same wavelength at times.
- ◉ Apologize immediately (even if not really your fault). "looks like I got ahead of myself, there"
- ◉ Acknowledge autonomy and choice. "it is still your choice about whether or how you will participate in this program"
- ◉ Remember; we are dancing, not wrestling...

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- OARS:**
- ◉ Open-ended questions
 - ◉ Affirmations
 - ◉ Reflections
 - ◉ Summary
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- OPEN-ENDED QUESTIONS AND AFFIRMATIONS**
- | | |
|---|---|
| <p>Open-Ended Questions</p> <ul style="list-style-type: none"> ◉ Questions that encourage some elaboration ◉ Not close-ended, which call for “yes” or “no” response <ul style="list-style-type: none"> ▪ “How would you like things to be?” ▪ “Looking forward, what would you like to be the same, and what would you like to be different?” | <p>Affirmations</p> <ul style="list-style-type: none"> ◉ Are not praise (suggests a one-up position) ◉ Promotes optimism ◉ Acknowledges the person’s expertise, efforts, and experience of the person ◉ Is not the worker’s approval of the person <ul style="list-style-type: none"> ▪ “You worked really hard on this” ▪ “You clearly have put a lot of thought into this so far” |
|---|---|
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REFLECTIVE LISTENING

- ◉ Displaying empathy
- ◉ Simple reflections: paraphrase or repeat the content
 - “So you really want this place to work - your tired of couch surfing.”
- ◉ Complex reflections: paraphrase both what the person said but also underlying meaning/feelings not yet expressed
 - “I’m hearing that making this place is really important to you. Having to find a new place to sleep so often was both stressful and exhausting.”

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SUMMARIES

- ◉ Succinct and targeted
 - Gathering what was shared and presenting it back, with select attention toward the direction of change
- ◉ Helps organize the person’s experience
 - “You’ve shared a lot. Let me see if I heard you correctly. You’ve been on your own since you were 17. You’ve spent a lot of time both on the streets and in jail. You haven’t spoke to your family in several years, and that’s been very sad for you - it sounds like you would like to reconnect with them at some point. You’re feeling tired and needing to have a safe place of your own. When thinking back on the last time you were in your own apartment, you were mixed up with some people who brought in a lot of drug traffic, and you were eventually evicted. You are really want to avoid that from happening again.”

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NOTES ON SCALING:

- ◉ Scaling helps you and the other person:
- ◉ Look at commitment level toward change
- ◉ Look at confidence level about ability to change
 - ◉ About 1-10 scaling
- ◉ “On a scale from 1-10, how much do you want ___?”
- ◉ “On a scale from 1-10, how confident are you that you can change ___?”
- ◉ Ask why that # and not 1.....
- ◉ “Why are you at a 4, and not a 1?”
- ◉ What would it take to be at a 5 or 6?
- ◉ Let’s PRACTICE Exercise

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1. CHALLENGING SITUATION (3 MINUTES)
2. FEELING ABOUT IT/IMPACT ON WORK (2 MIN)
3. SUMMARY (1 MINUTE)
4. APPRECIATION (1 MINUTE)

Practice our OARS

WHEN IT ALL COMES TOGETHER

<https://www.youtube.com/watch?v=M1F0lBnsnkE>

THAT DARN CAT!

- ◉ Desire to change talk... DREAM IT
- ◉ Ability for change talk... SEE IT
- ◉ Reasons for change talk...BE IT
- ◉ Need for change talk...OWN IT

- ◉ COMMITMENT LANGUAGE
- ◉ ACTIVATION
- ◉ TAKING STEPS

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PRACTICE SESSION:

- Change talk pop quiz...DARN
- Find the change talk.
- Reflect the change talk

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ELICIT- PROVIDE- ELICIT

- What things make you think this is a problem? (problem recognition)
- What do you think will happen if you don't make a change? (Concerns)
- What do you think would work for you? (Optimism)
- What are the reasons you see to make this change? (Intention to change)
- How has ___ stopped you from moving forward? (Looking back)
- How would you like things to turn out? (Looking forward)
- What is most important to you right now? (goals and values)
- Pros & Cons
- CAN AFFIRM<REFLECT<SUMMARIZE HERE
- P: "May I share??"
- Studies have shown, families have been successful, folks have found, others have tried
- E: How has this talk been? What does this mean to you? Where does this leave you?

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WHAT HAPPENS WHEN THEY SEE IT BE IT AND OWN IT?

<https://www.youtube.com/watch?v=4UqfrH74wc0>

TAKING IT HOME:

- QUESTIONS
- LEARNINGS
- REENFORCERS
- NEXT STEPS

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HEART FOUNDATION AUSTRALIA

- <https://www.youtube.com/watch?v=zEpwxJIRQI> OARS **
- https://www.youtube.com/watch?v=Pwu99NI_GiXU DARN CAT
- <https://www.youtube.com/watch?v=nim62l1oaN4> spirit of MI

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