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?
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

STEP 1
Precontemplation to Contemplation

STEP 2
Contemplation to Preparation

STEP 3
Preparation to Action

STEP 4
Maintenance

STEP 5
Permanent Exit

Relapse

Prochaska and DiClemente (1986)
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
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.
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?
WHAT MI IS AND IS NOT

» MI is NOT crisis intervention
» MI is paperless
» MI is communication
» We should not ask: “Why isn’t the client motivated?”
» We should ask: “What is the client motivated for?”
» 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.
WHEN EXPERIENCING RESISTANCE: “EARS”

» **Express Empathy**
  • Seek to understand
  • Builds trust
  • Acceptance of change

» **Amplify Ambivalence**
  • Expect it!
  • Develop Discrepancy (Where they are vs. where they want to be)

» **Roll with Resistance**
  • Resistance helps understand barriers to change
  • Resistance when not reinforced is diminished

» **Support Self-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
We should...

- Ask **Open-ended questions**
- **Affirm**
- **Reflective listening**
- **Summarize**
OPEN-ENDED QUESTIONS

» 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
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
Be a mirror (Repeat)

Make guesses

Think reflectively (Rephrase)

Reflections are statements 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
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.
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
» 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
RESISTANT OR SUSTAIN TALK

» 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
STAGES OF CHANGE

STEP 1 Precontemplation to Contemplation

STEP 2 Contemplation to Preparation

STEP 3 Preparation to Action

STEP 4 Maintenance

Step 5 Permanent Exit

Relapse
SOC AND MI

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

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

» **Preparation**
  - Menu of options, collaborative plan, build confidence, attend to remaining ambivalence
» **Action**  
  • 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

» **Maintenance**  
  • Affirm success, plan for continued support and self-efficacy, discuss preventing and coping with relapse

» **Relapse**  
  • Learn from the situation and reengage SoC. Plan stronger coping strategies.
How does MI integrate with the framework?

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