

Motivational Interviewing

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Training Objectives

- Become familiar with the theory of Motivational Interviewing
- Learn basic Motivational Interviewing techniques
- Explore how to integrate those techniques in working with student populations



Motivational Interviewing

Person-centered, directive
method for enhancing
intrinsic motivation to
change by exploring and
resolving ambivalence



Five Principles of Motivational Interviewing

- Express empathy
- Develop discrepancy
- Avoid argumentation
- Roll with resistance
- Support self-efficacy



Expressing Empathy

- Empathy supported by research in change process
- Skillful reflective listening fundamental
- Assumption that ambivalence to change is normal



Developing Discrepancy

- Person, rather than the provider, should present the arguments for change
- Change is motivated by a perceived discrepancy between current behavior and personal goals or values



Avoiding Argumentation

- Confrontation increases person's resistance to change
- Labeling is unnecessary



Rolling with Resistance

- Provider's role is to reduce resistance since it is correlated with poorer outcomes
- If resistance increases, providers shift to different strategies
- The person's objections or minimizations do not demand a response
- The person is a primary resource in finding answers and solutions

What types of resistance do you experience from people?

Supporting Self-Efficacy

- A person's belief in the possibility of change is an important motivator
- The person, not the provider, is responsible for carrying out change
- The provider's own belief in the person's ability to change becomes a self-fulfilling prophecy
- People cannot be *ready* to change until they perceive both that they *want to* and are *able to* do so

They speak of my drinking,
But never of my thirst.

- Scottish proverb



Building Motivation for Change

➤ OARS

- **O**pen-ended questions
- **A**ffirmations
- **R**eflective listening
- **S**ummaries

Open-Ended Questions

What are open-ended questions?

- Gather broad descriptive information
- Often start with words like:
 - “How...”
 - “What...”
 - “Tell me about...”
- Usually go from general to specific

Affirmations

What is an affirmation?

- Compliments, statements of appreciation and understanding
 - Praise positive behaviors
 - Support the person as they describe difficult situations

Why affirm?

- Supports and promotes self-efficacy, prevents discouragement
- Builds rapport
- Reinforces open exploration (client talk)

OARS

Reflective Listening

“Reflective listening is a way of checking rather than assuming that you *know* what is meant.”

(Miller and Rollnick, 2002)

- Reflective listening begins with thinking reflectively
- Thinking reflectively requires a continual awareness that *what you think people mean may not be what they really mean*

OARS

Reflective Listening

- A reflection is two things:
 - A hypothesis as to what the person means
 - A statement
 - Statements are less likely than questions to evoke resistance

OARS

Levels of Reflection

- Simple – stays close
- Complex – makes a guess
- Double-sided – captures both sides of ambivalence
- Amplified – exaggerated to encourage retreat
- Shifting focus – a move away from stumbling blocks
- Emphasizing personal control – self-efficacy

OARS

Summaries

- Pull together what has transpired thus far in a session
- Strategic use: provider selects what information should be included & what can be minimized or left out
- Additional information can also be incorporated into summary – e.g., past conversations, assessment results, collateral reports etc.

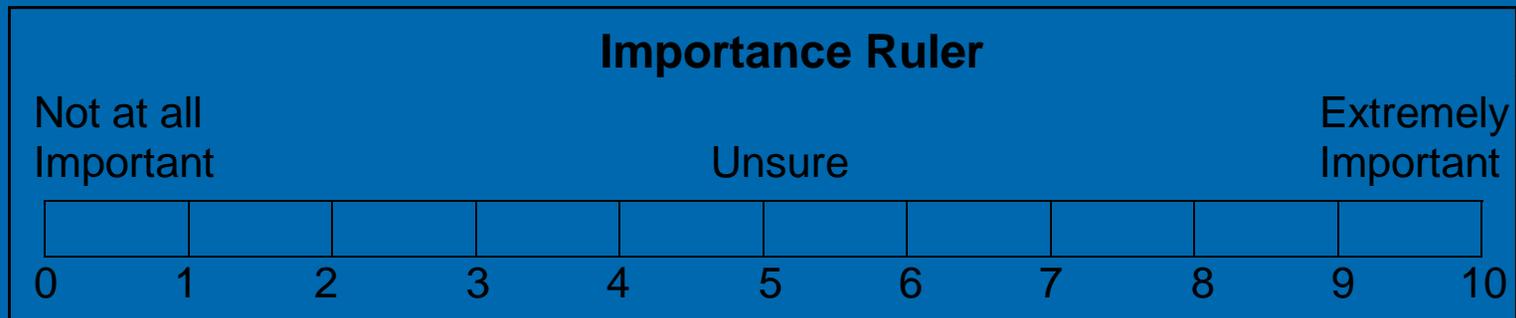
Change Talk

- Generally falls into one of these four categories:
 - Disadvantages of the status quo
 - Advantages of change
 - Optimism for change
 - Intention to change



Using the Importance Ruler

1. “On a scale from 0 to 10, how important to you is it to change your _____ ?”



2. “Why are you at a ____ and not a zero?”

Exploring the Decisional Balance

- Asking about both the positives and negatives of the behavior
 - Asking about the pros and cons of change
 - Ask the person to walk you through a typical day
 - Areas of concern often emerge naturally
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Responding to Confidence Talk

- Elaborating
- Reflecting
- Affirming
- Summarizing
- Raising possible challenges



Eliciting Confidence Talk

Strategies:

- Evocative questions
 - Confidence ruler
 - Reviewing past successes
 - Exploring personal strengths & supports
 - Brainstorming
 - Reframing
 - Giving information & advice
 - Hypothetical change
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Final Thoughts

- Five principles of MI (EE, DD, AA, RR, SS)
- Building motivation: OARS
- Eliciting change talk

- We can be the tool of transformation...we are not responsible for it.

