

Motivational Interviewing

Webcast 4—Coaching Ideas/Strategies

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Coaching/Mentoring Agenda

Compare and contrast the spirit, principles, skills, and strategies of Motivational Interviewing.

Identify MI Coaching Basics



List Useful Tips and Tools



Coaching Basics

Continued discussion and practice essential one hour MI meeting per month (minimal).

Identify 2-3 persons with Advanced MI Skills to serve as coaches -

Peer Review



MI Coaching Preparation

1. Select time, place, team members
2. Develop format for meetings
 - a. Case Studies
 - b. Skill of the Month
 - c. Changing Leadership

Reinforcement and Feedback

- Identifying MI skill level important.
- Modeling MI skills during meetings.
- Asking individuals what they're doing well.
- Asking individuals what they hope to improve.
- Affirming strengths and effort.

Design your first MI coaching session

- Learning Styles
 - visual, auditory, kinesthetic
- Ground Rules
- Icebreakers
- Roles
- Reinforcement and Feedback
- Summary

Motivational Interviewing Agenda

1. What aspects of MI did you find useful in individual work?
2. Review Spirit, Principles, Skills, and Strategies
3. What is needed to increase your skill and confidence levels?

Leader Functions



Orientation and Exploration

- Develop ground rules and set norms.
- Assist members in expressing their fears and expectations, and work toward the development of trust.

Group Facilitation



- Role model basic MI skills such as open ended questions, reflections, permission for advice.
- Clarify the division of responsibility.
- Help members establish concrete personal goals.

Group Facilitation



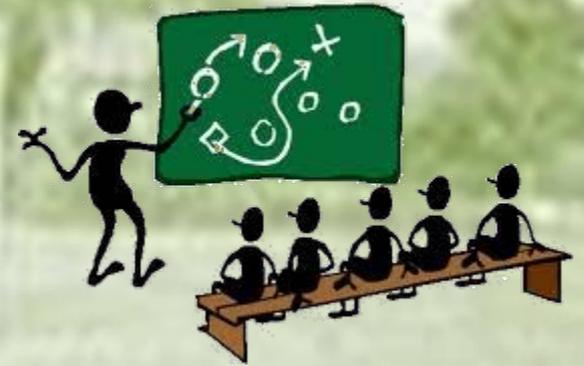
- Provide a rationale for tracking motivational interviewing skills.
- Have members select an area or two to concentrate on.
- Ask members to develop reminders or options in ways they can increase their competence.



Ask members how confident are they in their motivational interviewing skills.

Remember that you want the group members rather than yourself to be making the arguments for confidence.

MI Coaching Tips



Staffing

- Requires group process and basic MI skills

Menu of Options

- Ambivalence can occur with lots of situations e.g., meetings and staffings

Practice

- Practice, Practice

Menu of Options

Case Study

...

...

Strategy of Month

...

...

...

Role Plan

Structured Exercise

...

...

Other



Rulers and Decisional Balance



MI Communication

Practice the skills:

"I" or "We" Statements

Ask Questions

More reflections than questions

Practice giving affirmations



Playing Format for Case Studies

Present Case

Identify Stage of Change

What Skills/Strategies have been tried?

Peer Suggestions

Make Plan

MI Role Play

Watch for motivational interviewing strategies. Note them, and be ready to offer alternative strategies that may have worked.

MI Coding Worksheet

OARS

Listen for examples of the communicator's use of each of the OARS responses. As you hear them, place a hash mark (/) in the appropriate row. Make notes of examples of each type of OARS response that you heard.

Counselor Response	Count (hash marks)	Good Example(s)
O pen Question		
A ffirm		
R eflect		
S ummary		
Not at all		Very Ready
1	2	3
4	5	6
7	← Level of client readiness for change	

Affirmation of Personal Strengths



MI Targets

- Open ended questions
- Three reflections for every one question
- Recognition of Stages of Change
- Identification of what person values
- Discussing ambivalence rather than resistance

MI Reminders

- Roll with resistance
- Ask permission to provide information
 - “Would it be OK with you if I shared some information with you?”
 - Offer input EPE (Elicit-Provide-Elicit)

MI Reminders

- Avoid "I" and "You" statement
 - "I think..."
 - "You should..."
- Use neutral language
 - "Folks have found..."
 - "Others have benefited from..."
 - "Experts have found..."

Motivational Interviewing Learning Plan

-  Why is learning MI important to me?
-  What are my strengths currently? (reflective listening, person-centered, affirming, etc.)
-  Where do I want to start? What is my short-term learning goal?
-  What steps will I take to reach that goal? (discuss/practice in supervision, listen to my own tapes, etc.)
-  How will I know that I have reached my goal?
-  Whose help do I need to accomplish my goal?