Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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Alma Institute
Train. Implement. Support.

Motivational Interviewing Part 2 of 2

We think we listen, but very rarely do we listen with real understanding, true empathy. Yet listening, of this very special kind, is one of the most potent forces for change that I know.
- C. Rogers

What we will do …

- Learning MI
  - MITI Coding & Coaching
  - Peer Learning
  - Self-Evaluation
- Spirit + Techniques
- A bit of Practice
- How MI supports a:
  - Trauma Informed Service Environment
  - Culturally Responsive Service Environment

Implementation over Training

It is *impossible* for someone to experience the effect of an evidence based practice if they *do not experience* the evidence based practice.

Implementation

- "A specified set of activities designed to put into practice an activity or program of known dimensions."
  - National Implementation Research Network (NIRN)
- Implementation **Science** is the study of how that works best.
- "Implementation Research: A Synthesis of the Literature", Dean Fixen, et al (2005) and issued from the Louis de la Parte Florida Mental Health Institute, University of South Florida. For the entire 125 page monograph, you may find it here: http://nirn.fpg.unc.edu/sites/nirn.fpg.unc.edu/files/resources/NIRN-MonographFull-01-2005.pdf.

Levels of Implementation

- **Paper:** only *written* policy and procedures regarding training and/or implementation exist.
- **Process:** Training is being provided but typically not focused on informing service provider *behavior* but instead relies on *installing* information.
- **Performance:** Procedures, processes, policies, training, supervision, by design are aligned to increase service provider behavioral fidelity to the practice that supports client growth and positive outcomes.

Meta-Analysis of Implementations

Training Component	Knowledge	Skill Demonstration	Application in Setting
Theory and Discussion	10%	5%	0%
+ Demonstration in training	30%	20%	0%
+ Practice & Feedback in Training	60%	60%	5%
+ Coaching in Setting	95%	95%	95%

Implementation

- Encouraged elements:
  - Internal Champion Development
  - Peer Learning Groups
  - Brief Boosters
  - Fidelity Checks
  - Behavioral Hiring Practices
- **Journeys not Destinations**

What's a Champion?

- Demonstrated skill in a given approach
  - MI: Measured by MITI coding & coaching
- Can be a supervisor – most often is not a supervisor.

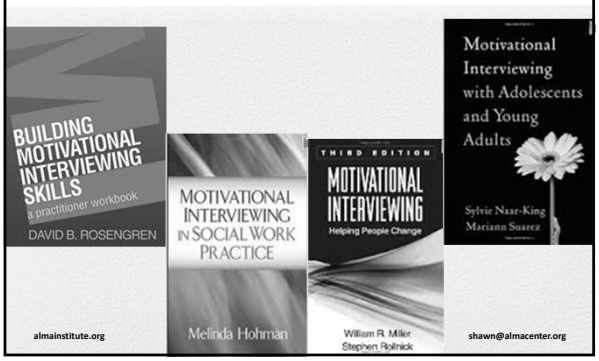
MITI Coding & Coaching

- Motivational Interviewing Treatment Integrity
- Measures fidelity (truthiness) to MI
  - MI Spirit + Techniques
- Scored: Beginning, Proficient, Competent
- Handout #1

Peer Learning Groups

- Handout #2 (Pg. 1 & 2)
- When well done:
  - Enjoy coming
  - Focus on success and then areas for increases
  - Avoid experting

Guilford Press/Amazon/Change Companies



Book Club!

- Brene Brown
- Bessel Van der Kolk
- Dr. Joy DeGruy
- Jon Kabat-Zinn
- Ta-Nehisi Coates
- Dan Siegel

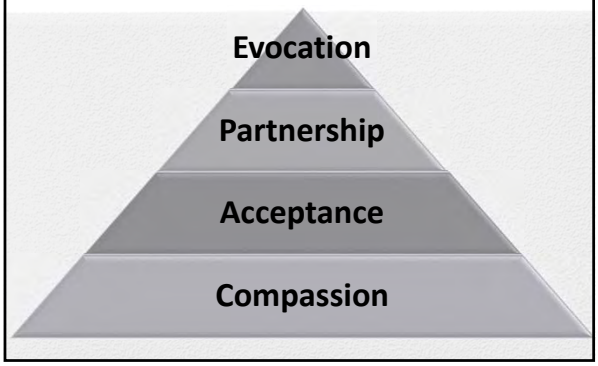
Complimentary Topics

- Mindfulness
- Compassion
- Empathy (The Age of Empathy)

Process Self-Evaluation

- Handout #2 (Pg. #3)
- Alternately: Record
  - w/ permission
  - HIPPA, etc.

Spirit of MI



Empathy

A	**PATHY**	**No response to another's distress**
ANTI	**PATHY**	Minimizing another's distress
SYM	**PATHY**	Feeling sorry for another's distress
EM	**PATHY**	Understanding without sharing another's distress

	LISTENING	UNDERSTANDING	JUDGING
APATHY	NO	NO	NO
ANTIPATHY	YES	NO	YES
SYMPATHY	YES	YES	YES
EMPATHY	YES	YES	NO

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Sharing Information in Partnership

- Discover: What the person already knows.
- Ask: permission to add in your two cents, *"All right if I make a suggestion …?"*
- Tell: information in a neutral manner and manageable chunks.
- Ask: the person's response to, understanding of the information. "What do you think?" "How does that fit for you?"

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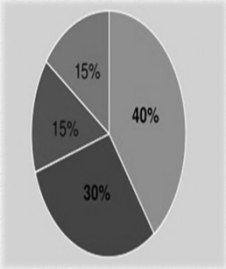
Not What we do, but *How* we do.



- 40%: Client & Client Factors
- 30%: Relationship w/ provider
- 15%: Hope & Expectancy
- 15%: Model/Technique

Spirit Check-In

- Handout #2 (Pg. 4)

Guide with the OARS

- Open Questions — Handout #2 (Pg. 5)
- Affirmations (Strength)
- Reflections
- Summaries

Ambivalence: Change or Sustain

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Levels of Reflection: Simple & Complex

I hear your words (simple)

I hear your meaning (complex)

What's an MI Response?

"I'm tired of drinking but I have to so I don't have the shakes in the morning. I don't use cocaine like I was but if the guys call me - I can't say no - I end up going over there and using. But they are just using me they only call me when they want me to buy the stuff they never have beer or cocaine to give me. I don't think I can stop drinking because both of my parents were alcoholics I didn't stand a chance. I think I drink because I'm depressed. If I lived in low income housing I would be okay."

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MI + Trauma Informed Service

When's the last time you experienced joy?

What if the question was …

Last time you were …

- Sad
- Rejected
- Lonely

Safety & Vulnerability

- When you've had to share something that made you feel vulnerable with somebody … what did they do to help you feel safe to do so?

Vulnerability

"Vulnerability is based on mutuality and requires boundaries and trust. It's not over-sharing, it's not purging, it's not indiscriminate disclosure, and it's not celebrity-style social media information dumps. Vulnerability is about sharing our feelings and our experiences with people who have earned the right to hear them. Being vulnerable and open is mutual and an integral part of the trust-building process."

- Brené Brown

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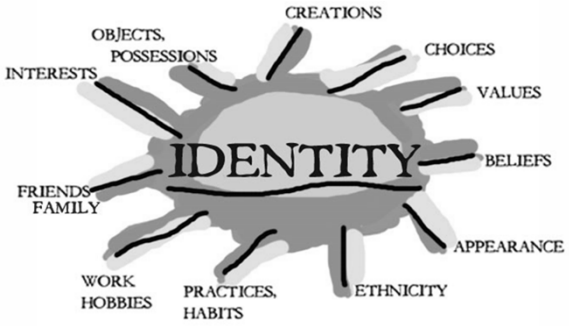
Trauma Informed Service Values

A Taste of CH: Identity meets Identity…



What boxes could you check … How would you describe …

- Race
- Religion
- Ethnicity
- Nationality
- Appearance
- Body structure
- Physical ability
- Sexual identity
- Class
- Gender
- Age
- Primary language
- Immigration status
- Family of origin
- Occupation
- Sexual orientation
- Gender identity

Adapted from - Pinderhughes EB: *Understanding Ethnicity, Race and Power: The Key to Efficacy in Clinical Practice.* New York: The Free Press, 1989, p. 25

Cultural Humility: Principles

- Self-reflection & Life Long Learner
- Served Person as Expert
- Community as Expert
- Institutional-Reflection & Investment

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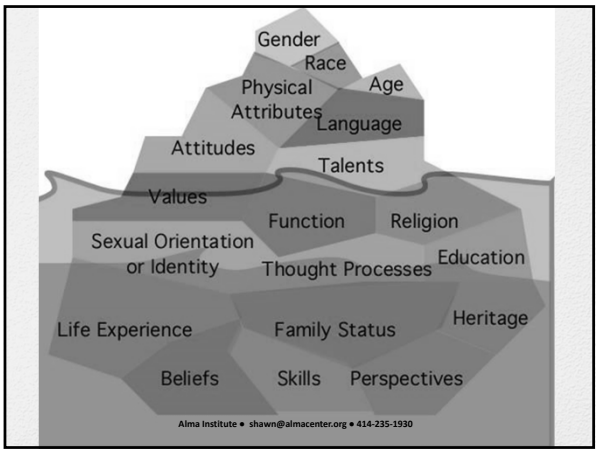
TI Values + MI & CH

- Safety (Partnership, Acceptance, Compassion)
- Trustworthiness & Transparency (Partnership)
- Peer Support (Cultural Humility: Community as Expert)
- Collaboration (Partnership)
- Empowerment (Evocation)
- Cultural, Historical, & Gender Responsiveness
  - (Partnership, Acceptance, Compassion + Cultural Humility)



Let go of the outcome, focus on the approach

"Act like you've got only fifteen minutes,
it'll take all day;
act like you've got all day, it might take fifteen minutes."

- Monty Roberts

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