



Impact of Motivational Interviewing for Treatment Court Professionals

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Overview



- Learn the principles and skills to use motivational interviewing to improve the program dynamic.
- Examine the role active listening plays in the utilization of using motivational interviewing tools.
- Explore the connection of how the team's intrinsic motivation affects the team dynamic.

Motivational Interviewing 101

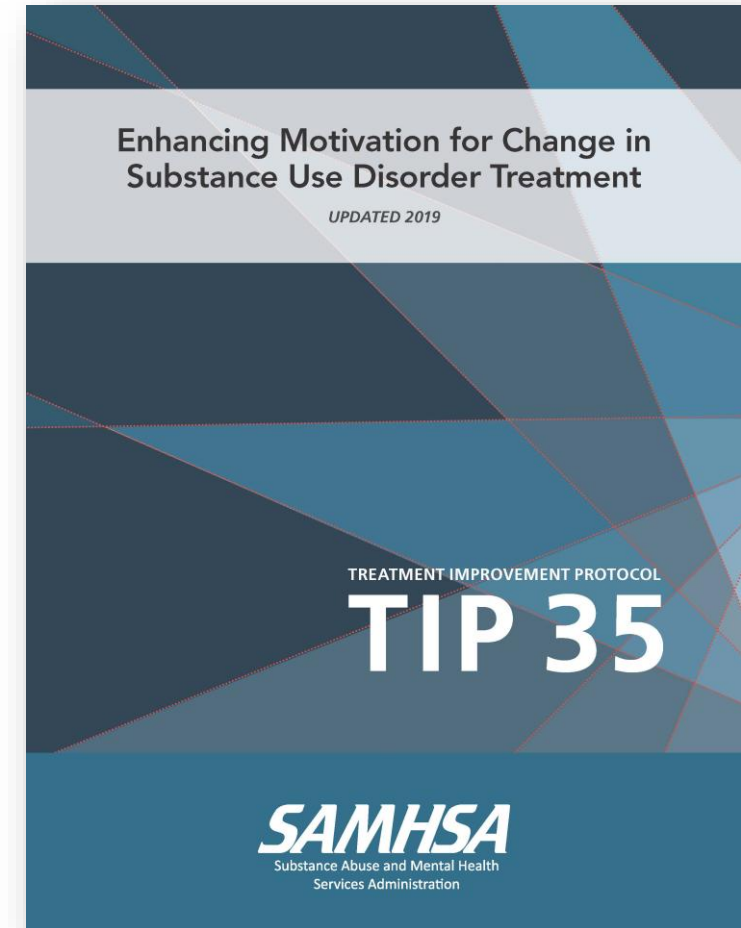


Definition

“Motivational interviewing is a person-centered counseling style for addressing the common problem of ambivalence about change.

- Miller & Rollnick, 2013

<https://store.samhsa.gov/product/tip-35-enhancing-motivation-change-substance-use-disorder-treatment/pep19-02-01-003>



Stages of Change

Precontemplation

no intention of changing behavior

Contemplation

considering change

Preparation

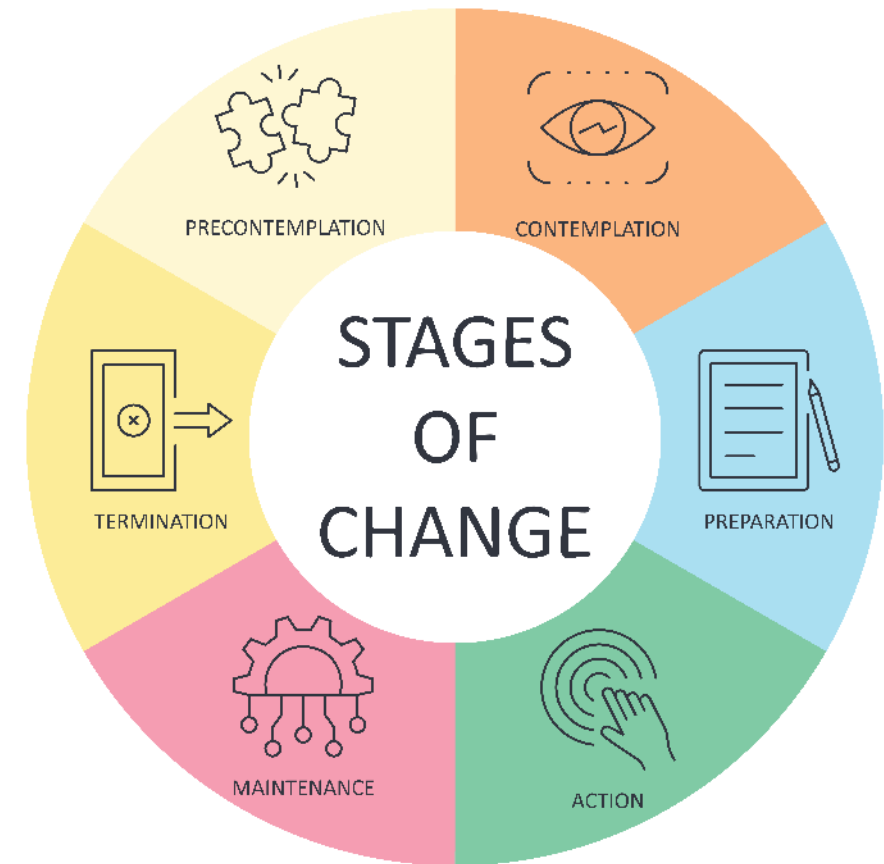
making plans to change behavior

Action

active modification of behavior

Maintenance

sustaining new behavior over time



Ambivalence is Good



- Change is hard
- Intrinsic motivation *vs* Extrinsic motivation
- Focus on *change talk* limit sustain talk

Change Talk	Sustain Talk
"I want to cut down on my drinking."	"I love how cocaine makes me feel."
I could cut back to 1 drink with dinner on weekends."	"I can manage my life just fine without giving up the drug."
"I'll miss less time at work if I cut down."	"Getting high helps me feel energized."
"I have to cut down. My doctor told me that the amount I am drinking puts my health at risk."	"I need to get high to keep me going every day."
"I promise to cut back this weekend."	"I'm going to keep snorting cocaine."
"I am ready to do something about the drinking."	"I am not ready to give up the cocaine."

MI Principles



1. Motivation to change is elicited by the client, not imposed from the outside.
2. It's the client's task, not the staff, to resolve their ambivalence.
3. Direct persuasion is not an effective method for resolving ambivalence.
4. The counseling style is a quiet one, with a focus on eliciting the client's thoughts.

MI Principles

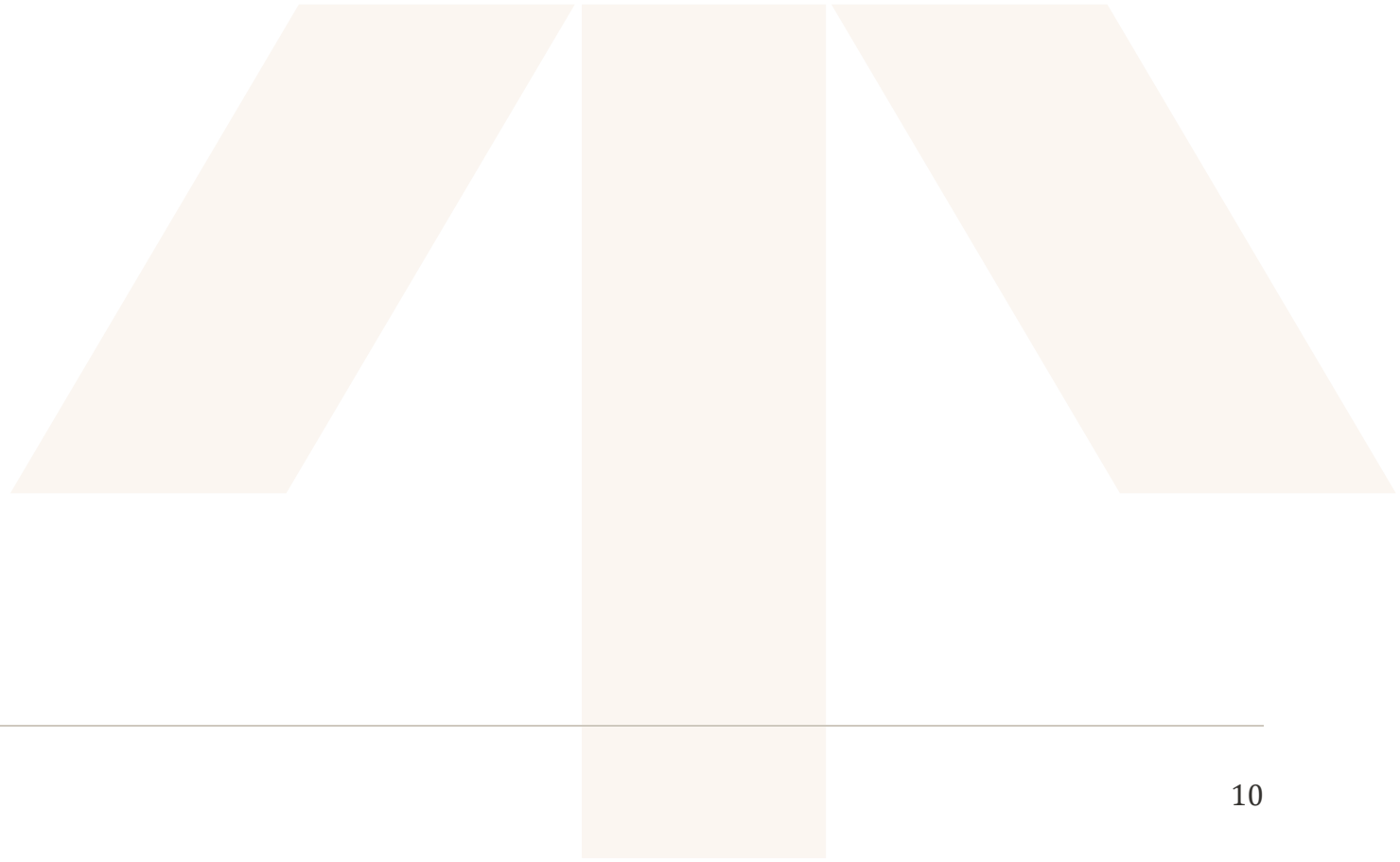


5. The staff's role is to help the client examine and resolve ambivalence.
6. Readiness to change is not a client trait but a fluctuating product of interpersonal interaction.
7. The therapeutic relationship is more like a partnership or companionship; expert/recipient roles can impede progress.

DARES

Fundamental principles of MI

- ***D**evelop **D**iscrepancy*
- ***A**void **A**rgumentation*
- ***R**oll with **R**esistance*
- ***E**xpress **E**mpathy*
- ***S**upport **S**elf-efficacy*



Principle 1: Develop Discrepancy



- A discrepancy between present behavior and important goals will motivate change
- The participant should present the arguments for change
- Awareness of consequences is important

Principle 2: Express Empathy



- Acceptance facilitates change
- Skillful reflective listening is fundamental

Examples of Reflective Listening

- “It sounds like...”
- “It seems as if...”
- “What I hear you saying...”
- “I get a sense that...”
- “It feels as though...”
- “Help me understand, on the one hand... and on the other hand...”

Principle 3: Amplify Ambivalence

- Should I? Can I? Will I?
 - Ambivalence is normal
 - Exploring ambivalence helps remove obstacles
 - Resolving ambivalence moves toward behavior change
- 

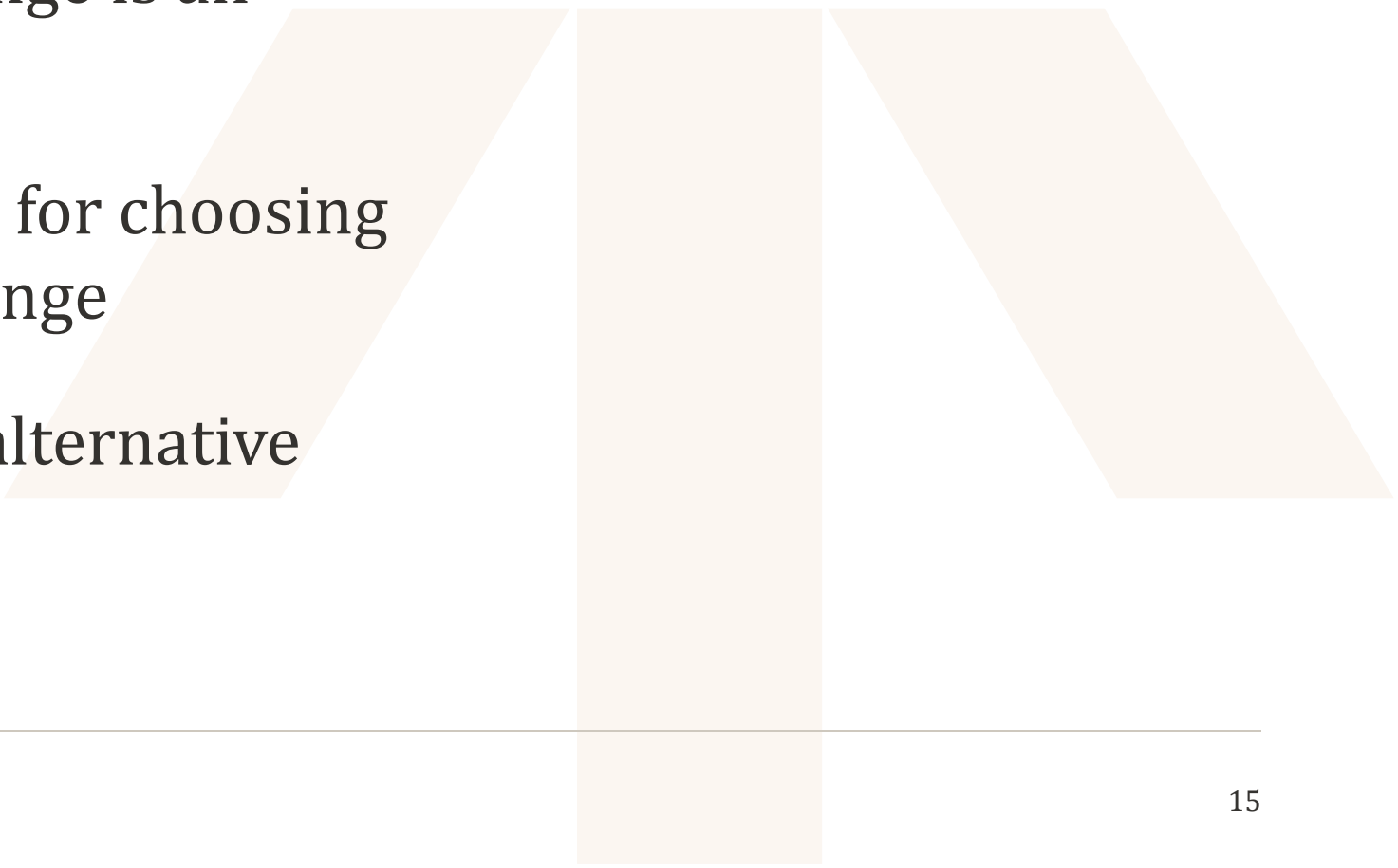
Principle 4: Roll With Resistance



- Avoid arguing for change
- Momentum can be used to good advantage
- Perceptions can be shifted
- New perspectives are invited but not imposed
- The participant is a valuable resource in finding solutions to problems

Principle 5: Support Self-Efficacy

- Belief in the possibility of change is an important motivator
- The participant is responsible for choosing and carrying out personal change
- There is hope in the range of alternative approaches available



Traps to Avoid



- **The Expert Trap** – *professional has all the answers*
- **The Labeling Trap** – *using stigmatizing labels*
- **The Question-and-Answer Trap** – *asking closed questions*
- **The Premature Focus Trap** – *focus on change before client is ready*
- **The Blaming Trap** – *clients may focus on blaming others for their use*



Core Skills of MI: OARS



Asking **O**pen Questions

Affirmations

Reflective Listening

Summarizations

Asking Open Questions



Use open questions to invite clients to tell their story rather than closed questions, which merely elicit brief information.

Open questions are...

- Questions that invite clients to reflect before answering/encourage elaboration
- Questions that help you understand their point of view
- Questions that facilitate dialog
- Encourages the client to do most of the talking and keep the conversation moving forward

Affirming



Affirming is a way to express your genuine appreciation and positive regard for clients.

When affirming:

- Emphasize client strengths, past successes, and efforts to take steps to accomplish goals
- Do not confuse this type of feedback with praise, which can be a roadblock
- Frame your affirming statements with “you” instead of “I”

“you took a big step in coming here today.”

“Although things didn’t turn out how you hoped, you tried really hard, which means a lot.”

Reflective Listening



Reflective listening builds collaboration and a safe and open environment that examines issues and elicits the client's reasons for change.

- Communicates respect for and acceptance of clients
- Establishes trust and invites clients to explore their own perceptions, values, and feelings
- Encourages a nonjudgmental, collaborative relationship
- Allows you to be supportive without agreeing with specific client statements

Summarizing



Summaries reinforce key statements of movement toward change. Clients hear change talk once when they make the statement, twice when the staff reflects on it, and again when the counselor summarizes the discussion.

Types of Summarization

- Collecting summary – *recalls a series of related statements, creating a narrative*
- Linking summary – *reflects on statement and links to an earlier statement*
- Transitional summary – *wraps up a conversation or task, moving the change process*
- Ambivalence summary – *acknowledge sustain talk, reinforce/highlight change talk*



Building Alliance

How are we working with participants to help them achieve their recovery goals?



Standard IV, Provision F



Staff encourage participants and develop an effective working alliance with them by expressing their belief, convincingly, that the participant can get better, and they emphasize that warnings or sanctions are not being imposed because they dislike or are frustrated by the participant but rather to *help the person achieve recovery and other long-term goals.*

Giving Hope

Takeaway



- The spirit of MI is to enhance the client's motivation to change
- Ambivalence about change is normal
- Resistance to change is an expression of ambivalence about change, not a client trait or characteristic
- Building an alliance with the client is essential to use MI and elicit change



Thank
You 

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