



# A Taste of Motivational Interviewing: Harnessing personal motivation for positive change

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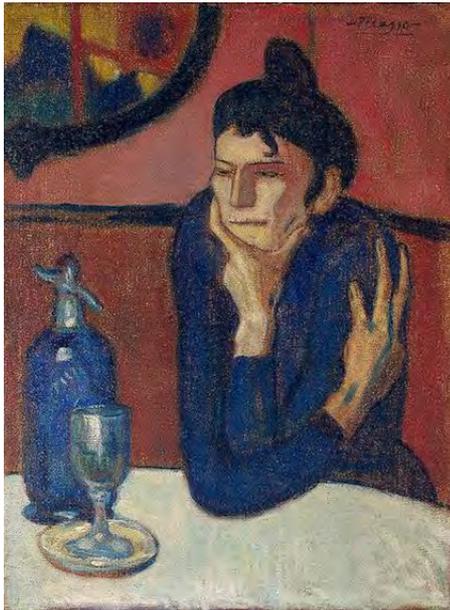


# Two Questions

- What are the fundamental principles of MI?
- What strengthens personal motivation?



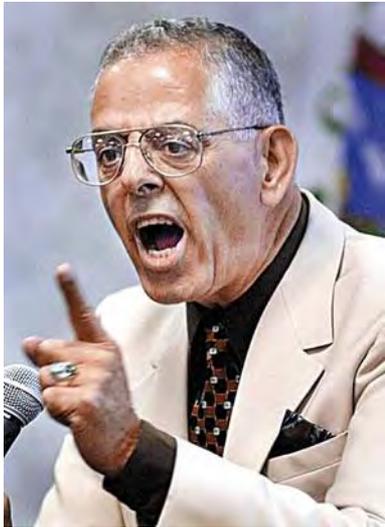
# Why don't people change?



- They don't see; in denial
- They don't know
- They don't know how
- They don't care



# Four Common Solutions



- Insight - if you can just make people see
- Knowledge - if people just *know* enough
- Skills - if you can just teach people *how* to change
- Hell - if you can just make people feel *bad* or *afraid* enough



# Why don't people change?





# Why DO people change?

*Asking a different question*



# Snapshot of MI Literature

- Emerged in addictions field in 1980s (*Miller & Rollnick*)
- MI is being used and researched in multiple disciplines and areas:
  - Health Care & Mental Health
  - Corrections
  - Domestic Violence/Families/Relationships
- Most recent meta-analysis:
  - More effective in less time
  - 75% made effective behavior changes
  - Most effective approach for less motivated, less ready people
  - Effective across: age, gender, ethnicity

Lundahl, Brad W.; Kunz, Chelsea; Brownell, Cynthia; et al. 2010



# Activity: Advising/Educating

- Find a partner and choose roles: ‘client’ and ‘coach’
- TOPIC: Something about yourself that you
  - Want to change; or
  - Need to change; or
  - Have been told you “should” change
  - Have been trying to change...

*But you haven't changed yet*



# Activity: Advising/Educating

Coach's role: find out what the issue is and then:

1. Explain *why* this this change should be made
2. Give at least three *benefits* that would result from making the change
3. Give advice about *how* to do it
4. Convince the client about how *important* it is to change
5. Get consensus about the plan.

**Note: This is not Motivational Interviewing.**



# Activity: Advising/Educating

- What was it like as the ‘coach’ ?
- How did the ‘client’ feel?
- The important question...



# Activity: Engaging/Evoking

- Same partner as before
- Same topic
- Take turns being coach and client



# Activity: Engaging/Evoking

Coach's Role: Listen with the goal of understanding; give no advice.

- Ask these questions:
  1. Why might you want to \_\_\_\_\_? (Listen) What else?
  2. What are the three most important benefits for you to \_\_\_\_\_?
  3. How important is it for you to make this change?
  4. If you did decide to \_\_\_\_\_, how would you do it?
- Give a short summary/reflection of the speaker's motivation for change.
- Then ask: "So what do you think you'll do?" or "Where does this leave you?" Listen with interest.



# Activity: Engaging/Evoking

- What was it like as the ‘coach’ ?
- How did the ‘client’ feel?
- The important question...





# What can we do to help?

*Looking at how 'helpers' impact the conversation*



# What can we do to help?

- Think of someone who had a profound positive influence on you – supervisor, relative, teacher, coach, counselor, clergy person
- In your group, come to a consensus on the 3 attitudes or behaviors that best describe how they treated you



# Why do people change?

Their values support it

They think the change will be worth it

They think it's important

They think they can

They are ready for it

They believe that they need to take charge of their health

They have a good plan

The pros outweigh the cons

They have adequate social support



# Motivational Interviewing

- Education → Evocation
- Expert → Partner
- Persuading → Emphasizing Autonomy



# Motivational Interviewing

... is a way of resolving ambivalence.

... is a collaborative conversation to strengthen a person's own motivation for and commitment to change.

... pays particular attention to the language of the person.



# The Spirit of MI

- Partnership
- Acceptance
  - Absolute Worth
  - Accurate Empathy
  - Autonomy
  - Affirmation
- Compassion
- Evocation



# SUCCESS



**WHAT PEOPLE THINK  
IT LOOKS LIKE**

# SUCCESS



**WHAT IT REALLY  
LOOKS LIKE**

[WWW.ATBREAK.COM](http://WWW.ATBREAK.COM)



# The Spirit of MI

- Partnership:
  - What does my verbiage say:  
“How about if we work on this together?”
- Acceptance
  - Trying to really understand your point of view
  - “It really is up to you.”
- Compassion
  - Having your best interest at heart
- Evocation
  - Having curiosity to learn about your priorities, values, strengths, solutions



*People are generally better persuaded by the reasons which they have themselves discovered than by those which have come into the mind of others.*

*Pascal, Pensées, #10, written in 1660*





# Why DO people change?

*Focusing on strengths*



# What qualities will help you change?

- Accepting
- Positive
- Persistent
- Sensible
- Wise
- Thankful
- Alert
- Solid
- Attentive
- Intelligent
- Energetic
- Earnest
- Courageous
- Adaptable
- Skillful
- Happy
- Forgiving
- Clever
- Unique
- Reasonable
- Concerned
- Reliable
- Capable
- Trusting
- Assured
- Dedicated
- Resourceful
- Hopeful
- Quick
- Creative





# Personal Values and Strengths = Internal Motivation

*Where are the answers coming from?*



# Two Questions → Three Answers

- What are the fundamental principles of MI?
- What strengthens personal motivation?

1. Get in PACE with the person
2. Ask them to talk about their motivation & strengths
3. Practice



# Motivational Interviewing Resources

- <http://www.motivationalinterviewing.org/>
- Guilford Press Series:
  - Motivational Interviewing: helping people change, 2012
  - Motivational Interviewing with Adolescents and Young Adults, 2011
  - Motivational Interviewing in Health Care, 2008
  - Motivational Interviewing in the Treatment of Psychological Problems, 2008
  - Building Motivational Interviewing Skills, workbook 2009
- Lifestyle Change: Rapid Reference Series Chris Dunn Stephen Rollnick
- A Meta-Analysis of Motivational Interviewing: Twenty-Five Years of Empirical Studies, Lundahl, Brad W.; Kunz, Chelsea; Brownell, Cynthia; et al. Research on Social Work Practice. 20:2
- DVDs & videos: Companion to 2012 book; Mr. Smith's smoking evolution; Lisa Merlo effective vs. ineffective



## ***The paradox of change:***

*When a person feels accepted for who they are and what they do, it allows them the freedom to consider change rather than needing to defend against it.*

