



Motivational Interviewing

Roberta Chambers, PsyD
rchambers@resourcedevelopment.net

Learning Objectives



- ▶ Develop an understanding for the stages of change.
- ▶ Understand the basic principles and spirit of motivational interviewing.
- ▶ Enhance motivational interviewing skills and techniques.



You would think...

- ▶ Having a heart attack would be enough to persuade a man to quit smoking, change his diet, exercise more, and take his medication.
- ▶ That hangovers, damaged relationships, an auto crash, and memory blackouts would be enough to convince a woman to quit drinking.
- ▶ That time spent in the dehumanizing privations of prison would dissuade people from re-offending.



Change is hard!

How many of you
have a behavior in
your life
that you would like to
change
and haven't yet?



Stages of Change



Myths of Change



- ▶ Change is motivated by the avoidance of discomfort.
- ▶ If people feel bad enough, they will change.
- ▶ If undesired behavior is punished, it will stop.
- ▶ People are motivated to change through discomfort, shame, guilt, loss, threat, anxiety, or humiliation.



The Paradoxical Response

- ▶ Prediction of an increase in the rate and attractiveness of a problem behavior if a person perceives that his or her personal freedom is being infringed or challenged
- ▶ Attempts to force resolution in a particular direction can lead strengthen the behavior that was intended to be diminished



What is motivational interviewing?

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



What is motivational interviewing?

- ▶ Method of communication, not a set of techniques.
- ▶ A way of being with and for a person
- ▶ An approach to facilitate communication that evokes natural change.
- ▶ Shared responsibility for engaging motivation and becoming ready for change
- ▶ Client responsibility for making change



What is ambivalence?

- ▶ I want to and I don't want to
- ▶ Normal part of human nature
- ▶ Natural phase in the process of change
- ▶ Problems arise when people are *stuck* in ambivalence
- ▶ Unless ambivalence is resolved, change is likely to be short lived and slow going.



When asked "would you rather work for change, or just complain?" 81% of the respondents replied, "Do i have to pick? This is hard."



Readiness for Change



- ▶ We can't assume that we know the costs and benefits in another's situation, or the relative importance that the person assigns to these factors.
- ▶ Discovering and understanding a person's motivations is an important first step towards change.
- ▶ Not why isn't the person motivated but *for what is this person motivated?*



Spirit of motivational interviewing

- ▶ Collaboration
 - Creation of a partner-like relationship
 - To explore and support the person
 - Through the creation of a positive interpersonal atmosphere that is conducive to change
- ▶ Evocation
 - Finding intrinsic motivation for change within the person and drawing it out
- ▶ Autonomy
 - Responsibility for change is left with the client



Principles of Motivational Interviewing

▶ Express empathy

- Acceptance facilitates change
- Skillful reflective listening is fundamental
- Ambivalence is normal

*Skillful reflective listening that clarifies and amplifies the person's own experiencing and meaning, without imposing the counselor's own material. (Rogers)



Principles of Motivational Interviewing

- ▶ Develop discrepancy
 - Difference between how it is and how you want it to be
 - Make use of it, increase it, and amplify it until it overrides the inertia of the status quo.
 - The client, rather than counselor, should present the arguments for change.
 - Change is motivated by a perceived discrepancy between present behavior and important personal goals or values.



The Decisional Balance

	Pros	Cons
Making Change		
Staying the Same		

Principles of Motivational Interviewing

- ▶ Roll with resistance
 - Avoid arguing for change
 - Resistance is not directly opposed
 - New perspectives are invited but not imposed
 - The client is a primary resource in finding answers and solutions
 - Resistance is a signal to respond differently
 - “Play the tape to the end” technique

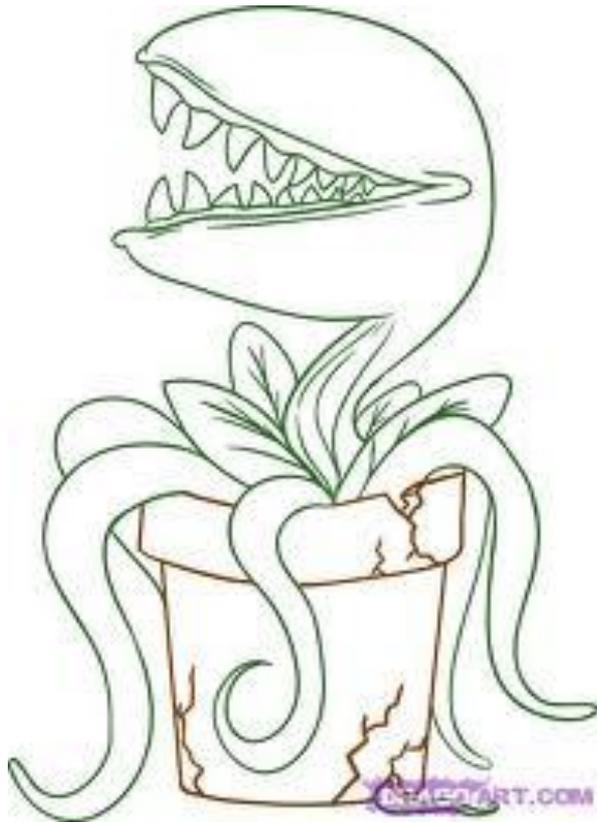


Principles of Motivational Interviewing

- ▶ Support Self-Efficacy
 - A person's belief (and the counselor's belief) in the possibility of change is an important motivator
 - The client, not counselor, is responsible for choosing and carrying out change
 - The counselor's own belief in the person's ability to change becomes a self-fulfilling prophecy



Traps to Avoid



- ▶ Question–answer trap
- ▶ Trap of taking sides
- ▶ Expert trap
- ▶ Labeling trap
- ▶ Premature focus trap
- ▶ Blaming trap
- ▶ Gloom–a–deux
- ▶ Confidence trap
- ▶ Underestimating ambivalence
- ▶ Over–prescription



Ethical Considerations– When and How to Exercise Caution

▶ When

- When you sense dissonance in the relationship.
- When your opinion as to what is in the person's best interests is dissonant with what the person wants,
- The greater your personal investment in a particular client outcome.
- The more your role includes coercive power to influence the person's behavior and outcomes.

▶ How

- Clarify the person's aspirations and your own.
- Reconsider and negotiate your agenda, making clear your own concerns and aspirations for the person.



Questions?



References

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