The Gathering Revolution

Building Strong Leaders for the Fight

Acknowledgments

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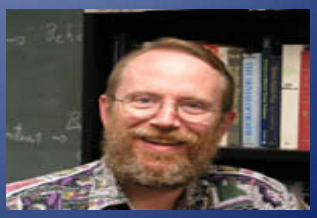
Additional credit goes to the members of the MINT (Motivational Interviewing Network of Trainers) who have so generously shared their ideas and resources.

Stephen Rollnick



William R. Miller

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Motivational Interviewing Defined:

- **"A collaborative, person-centered form of *guiding* to elicit and strengthen motivation to change."**

Miller & Rollnick, 2009

What *is* the *Spirit* of MI?

"Trusting the client to find a way is the beginning and end of MI". ~Steve Rollnick

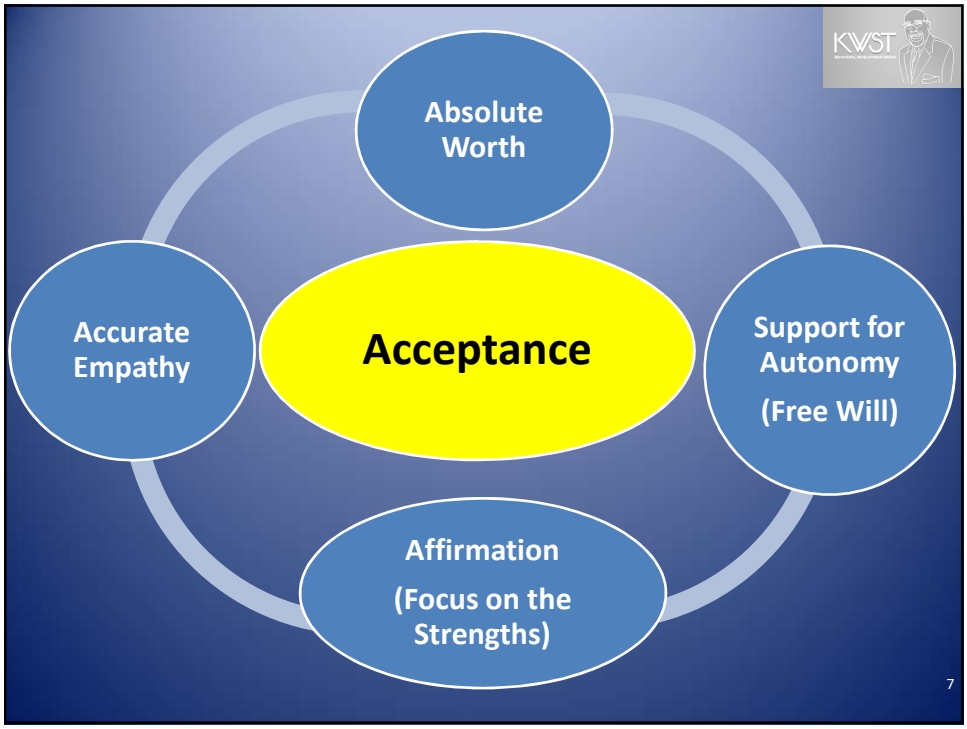
The belief that, intrinsically, most people want to be healthy and whole. They have many of their own answers. Our job is to *draw out* rather than *impose* wisdom and motivation.

The Spirit of Motivational Interviewing is composed of:

- Partnership
- Evocation
- Acceptance
- Compassion

"If you treat a person as he is, he will stay the way he is, but if you treat him as if he were what he ought to be and could be, he will become what he ought to be and could be."
~Johann Wolfgang Von Goethe

The KWST Approach



Absolute Worth

- Absolute worth = Appreciating the inherent worth and potential of every human being.
- When people experience themselves as unacceptable", they are immobilized. When people see themselves as being accepted, they are freed to change.
- Opposite = "I will decide who deserves respect and who does not".

Autonomy (Respect Free Will)

- Allowing client to "have the wheel"
- Providing options whenever possible
- Telling someone they "can't" is untrue almost all of the time.
- Accepting that, in the end, the client has the right to choose **NOT** to change.

Affirmation

- MI involves is STRENGTHS-Based. ..seeking and building upon clients' "Strengths and Efforts"
- Opposite of searching for what is "wrong" with people (common in assessment) and, having identified what is wrong, telling them how to fix it.

Understand each person
and let them know it (Accurate Empathy)

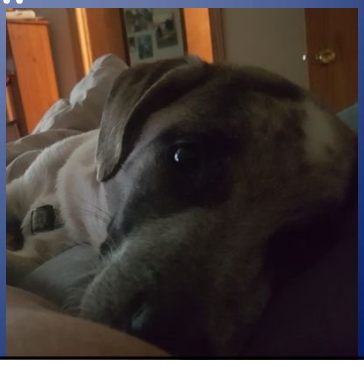
- Genuine curiosity about each person & situation
- Mixed feelings about change are normal and to be expected
- "Accurate Empathy" means we really get it.

Empathy is *not*…

- Feeling sorry for someone
- Having had the same problem or experience
- Identification with the client

Empathy is …

- **Understanding where they are coming from conveying that understanding.**



Engaging EXERCISE:

- We will arrange you in Dyads:
- Each person will take a turn talking for 3 minutes about *What it was like for me growing up* OR *What would be my ideal future OR A unique experience you've had that might be hard for someone else to understand*
- After the 3 minutes the "listener" will try to capture the *essence* (not the exact words!) of what the person communicated. The idea is to "connect the dots" by stating what you feel was implied, but not necessarily said.
- Speaker will respond naturally – you'll go back and forth a couple of times until you feel a "Join Up".

Listen for VALUES

- Your listening will help the client uncover things which are important to him/her…
- …like being a good parent/role model, student, provider; having financial independence, freedom, respect, etc.

How, in Motivational Interviewing, do you give information and advice?

First ask yourself…

- "Have I thoroughly elicited the client's *own* ideas and knowledge on the subject?
- "Is what I'm going to convey likely to be helpful and/or relevant to him/her?

Information Exchange =

- Two-way process
- Encourages client to be active, to think & discuss
- Provides information or facts and leaves interpretation & decision to the client!

A great tool for information exchange: Elicit-Provide-Elicit (E-P-E)! ….

Giving ADVICE using E-P-E

1) E: FIRST!!! … Elicit participant's *own* ideas and successes
- What ideas do you have?
- What has worked in the past? What's helping so far?
- What do you suppose might work?

2) P: If needed: Provide suggestions or advice with permission (or implied autonomy*)
- May I make a suggestion? May I throw out some ideas?
- Would you be interested in knowing about some resources?
- *This may not fit for you, but some people find…

3) E: Elicit client's response
- How do you think that would work for you?
- What are your thoughts on that?

SHARING *Information* using E-P-E…

1) E: FIRST! Elicit knowledge &/or needs from participant
- "What do you already know about X ?"
- "What would you most like to know about____?"

2) P: Provide information after asking permission
- Keep to information and away from personal interpretation, judgement, or disagreement
- NORMALIZE experience and/or VALIDATE feelings
- May talk about other people's experiences (some find that....)

3) E: Elicit participant's response
- "What do you make of that...?"
- "What are your thoughts on that?"

- Your turn!
- Together, we'll come up with some situations where you might need to share information but want to tap the person's own knowledge or insights first. (See ideas in your handout)
- EPE Practice…

I have no right to want to change another if I am not open to being changed.

-Martin Buber

One thing I learned was…

One thing I re-learned was…

One thing that surprised me was…

One thing I appreciated was…

OR

The FIRST thing I am going to try is…