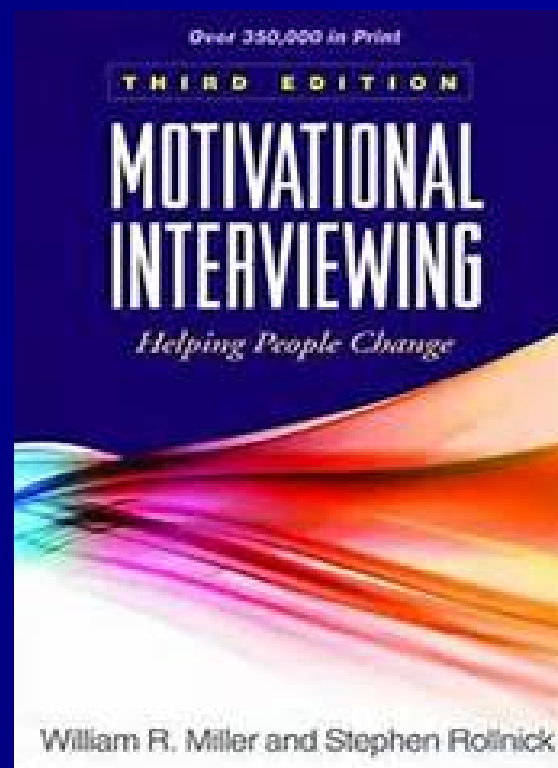
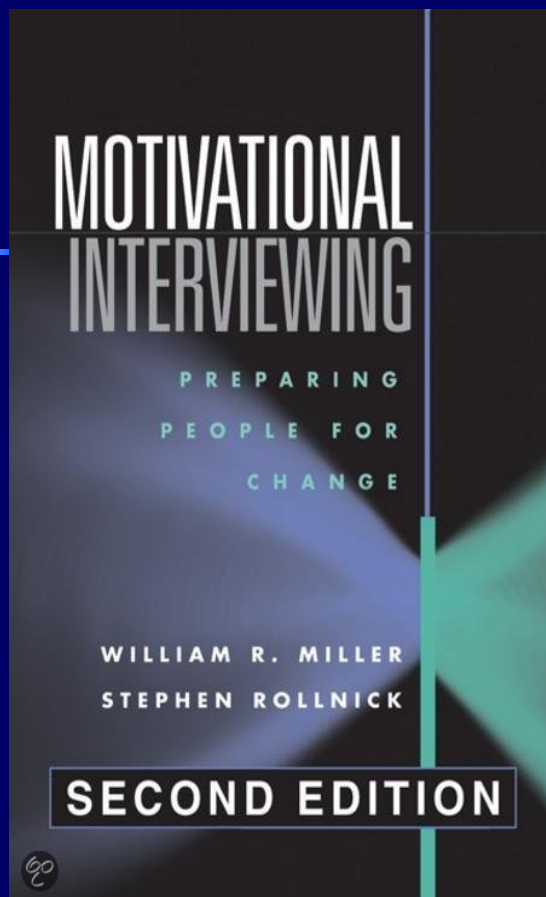


Motivational Interviewing as an Embedded Counselling Practice

Things do not change: We change.

HENRY DAVID THOREAU



Definition: 1 Layperson

What is it?

- *Motivational interviewing is a collaborative conversation style for strengthening a person's own motivation and commitment to change.*

Definition 2: Practitioner Mindset/Spirit

- *Motivational interviewing is a person-centred counselling style for addressing the common problem of ambivalence about change.*

Definition 3: Technical - Method

HOW DOES IT WORK?

- *Motivational interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.*

- The overall style of MI is one of guiding style that is in the middle of the continuum of styles: □
- A skilful guide is a good listener and also offers expertise where needed.

Directing----- Guiding-----Following

BOX 1.2. Some Verbs Associated with Each Communication Style

Directing style	Guiding style	Following style
Administer	Accompany	Allow
Authorize	Arouse	Attend
Command	Assist	Be responsive
Conduct	Awaken	Be with
Decide	Collaborate	Comprehend
Determine	Elicit	Go along with
Govern	Encourage	Grasp
Lead	Enlighten	Have faith in
Manage	Inspire	Listen
Order	Kindle	Observe
Prescribe	Lay before	Permit
Preside	Look after	Shadow
Rule	Motivate	Stay with
Steer	Offer	Stick to
Run	Point	Take in
Take charge	Show	Take interest in
Take command	Support	Understand
Tell	Take along	Value

KEY POINTS

- The overall style of MI is one of *guiding*, which lies between and incorporates elements of *directing* and *following* styles.
- Ambivalence is a normal part of preparing for change and a place where a person can remain stuck for some time.
- When a helper uses a directing style and argues for change with a person who is ambivalent, it naturally brings out the person's opposite arguments.
- People are more likely to be persuaded by what they hear themselves say.

The Spirit of Motivational Interviewing

If you treat an individual as he is, he will stay as 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

Compassion is the wish to see others free from suffering.

—THE DALAI LAMA

Interrelated Elements

- *partnership,*
- *acceptance,*
- *compassion,*
- *evocation*

Partnership

- MI is done “for” and “with” a person. It is an active collaboration between experts.

...that MI is like dancing rather than wrestling

The client has vital expertise that is complementary to your own. Activation of that expertise is a key condition for change to

OCCUR. (Hibbard, Mahoney, Stock, & Tusler, 2007; Hibbard, Stockard, Mahoney, & Tusler, 2004).

Acceptance

- **Absolute Worth**
- **Accurate Empathy**
- **Autonomy Support**
- **Affirmation**

Compassion

- To be compassionate is to actively promote the other's welfare, to give priority to the other's needs. Our services are, after all, for our clients' benefit and not primarily for our own

Compassion

- To work with a spirit of compassion is to have your heart in the right place so that the trust you engender will be deserved.

Evocation

- From an MI perspective, the assumption is that there is a deep well of wisdom and experience within the person from which the counsellor can draw. Much of what is needed is already there, and it's a matter of drawing it out, calling it forth. The MI practitioner is therefore keenly interested in understanding the client's perspective and wisdom.

BOX 2.2. The Underlying Spirit of MI



Key Points

- MI is a person-centered counseling style for addressing the common problem of ambivalence about change.
- MI is done *for* or *with* someone, not *on* or *to* them.
- Four key aspects of the underlying spirit of MI are partnership, acceptance, compassion, and evocation.
- Acceptance includes four aspects of *absolute worth, accurate empathy, autonomy support, and affirmation*.
- MI is about evoking that which is already present, not installing what is missing.

The Method

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

—BLAISE PASCAL

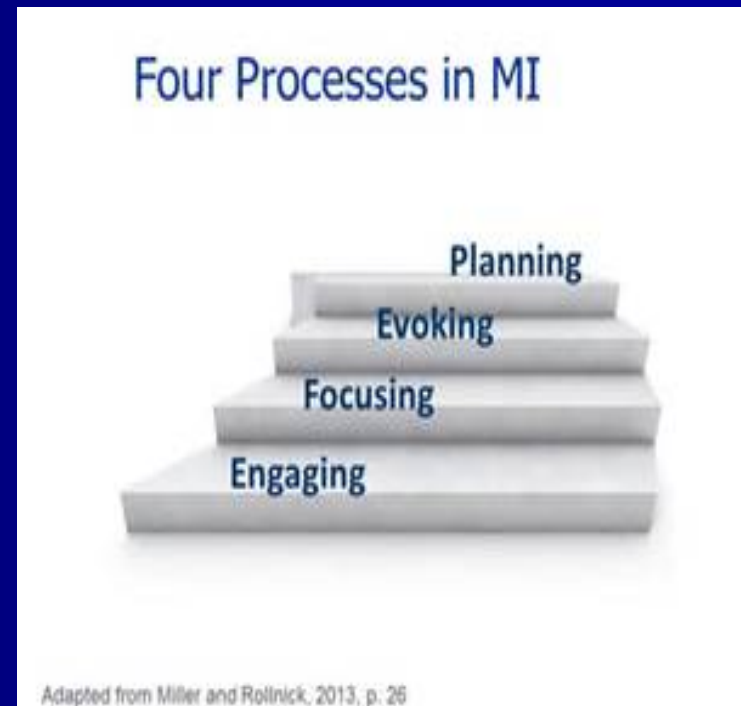
- *You are a midwife, assisting at someone else's birth. Do good without show or fuss. Facilitate what is happening rather than what you think ought to be happening. If you must take the lead, lead so that the mother is helped, yet still free and in charge. When the baby is born, the mother will rightly say, "We did it ourselves!"*

—TAO TE CHING

Overlapping with practice

4 Processes

1. Engaging
2. Focusing
3. Evoking
4. Planning



- *Engaging* is the process by which both parties establish a helpful connection and a working relationship.
- The process of engaging leads to a focus on particular agenda: what the person came to talk about. *Focusing* is the process by which you develop and maintain a specific direction in the conversation about change.

Evoking

- Evoking involves eliciting the client's own motivations for change, and it has always been at the heart of MI. It occurs when there is a focus on a particular change and you harness the client's own ideas and feelings about why and how they might do it.

- Most simply put, evoking is having the person voice the arguments for change. Although the *righting reflex is to voice these arguments oneself, it can be counterproductive to do so.* People talk *themselves* into changing, and are commonly disinclined to be told what to do if it conflicts with their own judgment.

Planning

- When people's motivation reaches a threshold of readiness, the balance tips and they begin thinking and talking more about when and how to change and less about whether and why.

1. Engaging

- *How comfortable is this person in talking to me?*
- *How supportive and helpful am I being?*
- *Do I understand this person's perspective and concerns?*
- *How comfortable do I feel in this conversation?*
- *Does this feel like a collaborative partnership?*

2. Focusing

- *What goals for change does this person really have?*
- *Do I have different aspirations for change for this person?*
- *Are we working together with a common purpose?*
- *Does it feel like we are moving together, not in different directions?*
- *Do I have a clear sense of where we are going?*
- *Does this feel more like dancing or wrestling*

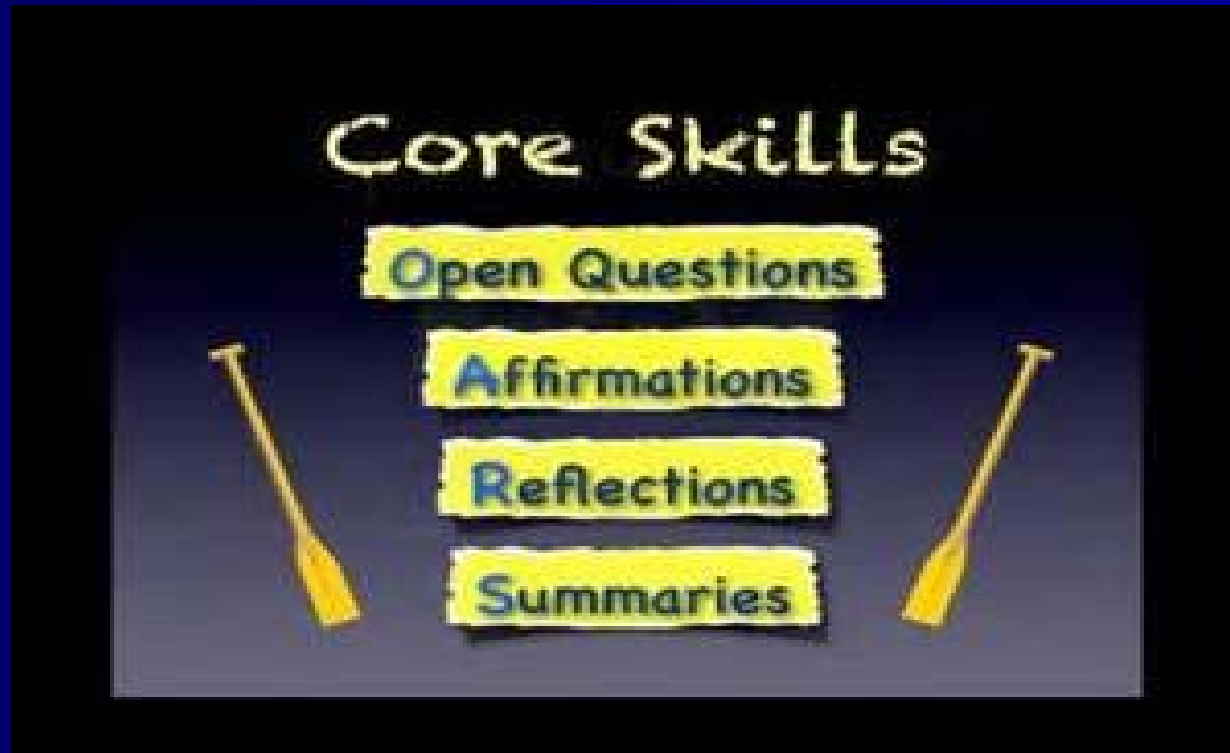
3. Evoking

- *What are this person's own reasons for change?*
- *Is the reluctance more about confidence or importance of change?*
- *What change talk am I hearing?*
- *Am I steering too far or too fast in a particular direction?*
- *Is the righting reflex pulling me to be the one arguing for change*

4. Planning

- *What would be a reasonable next step toward change?*
- *What would help this person to move forward?*
- *Am I remembering to evoke rather than prescribe a plan?*
- *Am I offering needed information or advice with permission?*
- *Am I retaining a sense of quiet curiosity about what will work best for this*

OARS – Core Communication Skills



- *Informing and Advising*

- The first is that, in MI, one offers information or advice *with permission*. The second is not to just unload information on someone, but to understand their perspective and needs carefully and help them reach their own conclusions about the relevance of any information you provide.

What it is not

- It is not a non-directive approach. *The focusing, evoking, and planning processes of MI have a directionality.*
- MI is not a technique – *but a style of being, and integration of skills to foster motivational change.*
- *No a panacea for all problems.*
- *MI Blends well with other evidence-based approaches. Its purpose is to resolve ambivalence and strengthen motivation for change*

- MI and the Transtheoretical Model (TTM) of change have often been confused. This is not considered essential, but can be connected.
- MI does not require assessment feedback.
- MI can not be used to manufacture motivation.

Resources

- Miller, W. and Rollnick, S. 2013. Motivational Interviewing; Helping People Change 3rd ed. New York: Guilford Press

Motivational Interviewing

- <http://motivationalinterviewing.org/>