

# Understanding the Four Processes

## **Motivational Interviewing sessions must include:**

- The spirit and structure of Motivational Interviewing and the essential skills
- A rationale for your session agenda and focus
- Welcoming conversation (especially if the client/person we serve is new)

## **Engage**

Building a rapport using the spirit with the skills (OARS), primarily empathic reflections

Deliver:

- More empathic reflections than questions (3 to 1 ratio)
- More complex reflections (added meaning) than simple reflections
- More open-ended questions than closed (3 to 1 ratio)
- Affirmations of strengths, values, and core needs (both simple and complex)
- Summaries

## **Focus**

- Hopes and dreams around the focus issue and/or a discussion of the risks & strengths identified by the screening assessment process (Brief Negotiated Interview).
- Utilize empathic reflections and genuine conversation to generate a collaborative partnership and full understanding of the client/person we serve's vulnerabilities, strengths, and readiness to address or resolve their ambivalence around the focus issue.
- Understand from the client/person we serve's perspective the developmental history of the focus issue: the severity now vs. past severity.
- Elicit and reflect the person's own values and how they relate to the focus issue.

## **Empowerment**

- Evoke motivation through Change Talk strategies
- Seek elaboration through open-ended questions and compassionate reflections.
- Use the readiness ruler. On a scale of 1 to 10. How important? How confident?
- Listen deeply to values.

## **Planning**

- Summarize through highlighting the person's values the reasons for change and an understanding of why the person could change.
- Elicit from the person a care-oriented between sessions challenge, while respecting their internal language of sustain talk.
- Ensure the challenge is matched to readiness.
- Ask for a commitment statement. *"I will do X on Y date at Z time."*