



Preparation for Foundational Motivational Interviewing Workshop

To facilitate movement through practice exercises in this workshop, please prepare the following items in advance and have them with you at our workshop. This should take approximately 15 - 20 minutes.

In our Motivational Interviewing training, we prefer to use “real-play” in which people talk about themselves, rather than “role-play” in which participants pretend to be someone they are not. We find this accelerates learning and understanding of Motivational Interviewing for the learner. We will therefore be asking you throughout the workshop to speak about yourself during these practice exercises. Use your good judgment about topics that are comfortable and appropriate for you to discuss with a small group of skillful empathic listeners. A purpose of this Preparation Workbook is to help you pre-select materials that may be used at specific points in this workshop.

1. Meet and Greet

What are some of the challenges or your work; working with your clients, patients, the people you serve?

What are some of your WOW moments in the work?

What are some of your secrets that work in difficult situations?

Presence is the greatest gift you can give to another.

2. Hopes & Dreams

What are your hopes and dreams for your own life, work, relationships, etc.? Take a minute to jot down a couple or a few to have ready for real-play practice.



3. Major Positive Personal Influences

Think about the people who have been change agents in your life. A relative, supervisor, teacher, coach, counselor, clergy, friend, etc.. List a couple of them below.



Empathy is the antidote to shame.

4. Something you should know about me

In a small group exercise, you may be asked several times to complete this sentence with a value adjective: "Something you should know about me is that I am _____." Each value should be one that describes you well and also has some ambiguity about it.

Here are some examples of such adjectives:

Adventurous, Blessed, Cautious, Cheerful, Compassionate, Complex, Compulsive, Courteous, Curious, Diligent, Energetic, Faithful, Friendly, Generous, Persistent, Thrifty, Unconventional, Determined, Hopeful, Inquisitive, Reflective

Please list five such values that describe you well and that also have a bit of mystery about them:

Something you should know about me is that I am:



Stop meeting people only where they are. Meet people where they hope and dream.

5. A change I want to make

This is a change that you would *like* to make in yourself or your life, but haven't done yet. Those are the two key elements: at least part of you *wants* to make this change, and you haven't done it so far, and it could be long standing. What are two potential behavior changes that you would *like* to make?

1.

2.

Empathy is a felt sense of another and the ability to convey it.

6. A topic you can discuss for seven minutes

You will have an opportunity to speak with an empathic listener on some topic about yourself. It needs to be something that you can comfortably talk about for seven minutes. Some examples:

- Ways in which I have changed as a person over the years
- What I now appreciate about my childhood
- What I hope and plan to do over the next five to ten years
- How I came to do the kind of work I am doing
- An experience I had that could be difficult for someone else to understand

Please circle one of the above topics, or choose a different one and write it below:

People need to protect themselves from shame, and to dream.

7. Something I feel two ways about

Here your topic is one about which you feel **ambivalent**, drawn in two different directions, and *haven't made up your mind on it yet*. This is not necessarily something you want to change, or even that you need to make up your mind about. It needs to be something that is comfortable and appropriate for you to explore in a small group with empathic listeners. Please choose things that have some complexity to them. It might be, for example:

- A decision that is ahead of you
- A change that may happen
- A social, political, moral, or ethical issue in your life
- A particular person or interpersonal relationship
- How you spend your time

When you discuss these topics, the listeners will aim just to *understand*. Please pre-select two issues about which you feel ambivalent and have not already made up your mind that you could discuss during the workshop:

- 1.
- 2.

To hold the "right" position is to destroy the relationship.

8. A potential change

The issue here is a change that you have been *considering* making, but haven't decided yet. So, it's a bit different from #5, where you have already definitely decided you want and need a change. It will be something you are ambivalent about. It is a change that would be "good for you," that you "should" or "need to" make for some reason, or perhaps have been putting off. It doesn't have to be a problem; it could be an opportunity. What are two such changes that you have been considering?

- 1.
- 2.

People yearn for Power, Love, Purpose, and Belonging.

9. Resistant or discord statements that you have heard in your work settings

Make a list of at least five resistant or discord statements (sustain talk or discord) that you have heard from the people being served. If it's not clear from the statement itself, you may need to explain the context in which it occurs in your small group.

- 1.
- 2.
- 3.
- 4.
- 5.

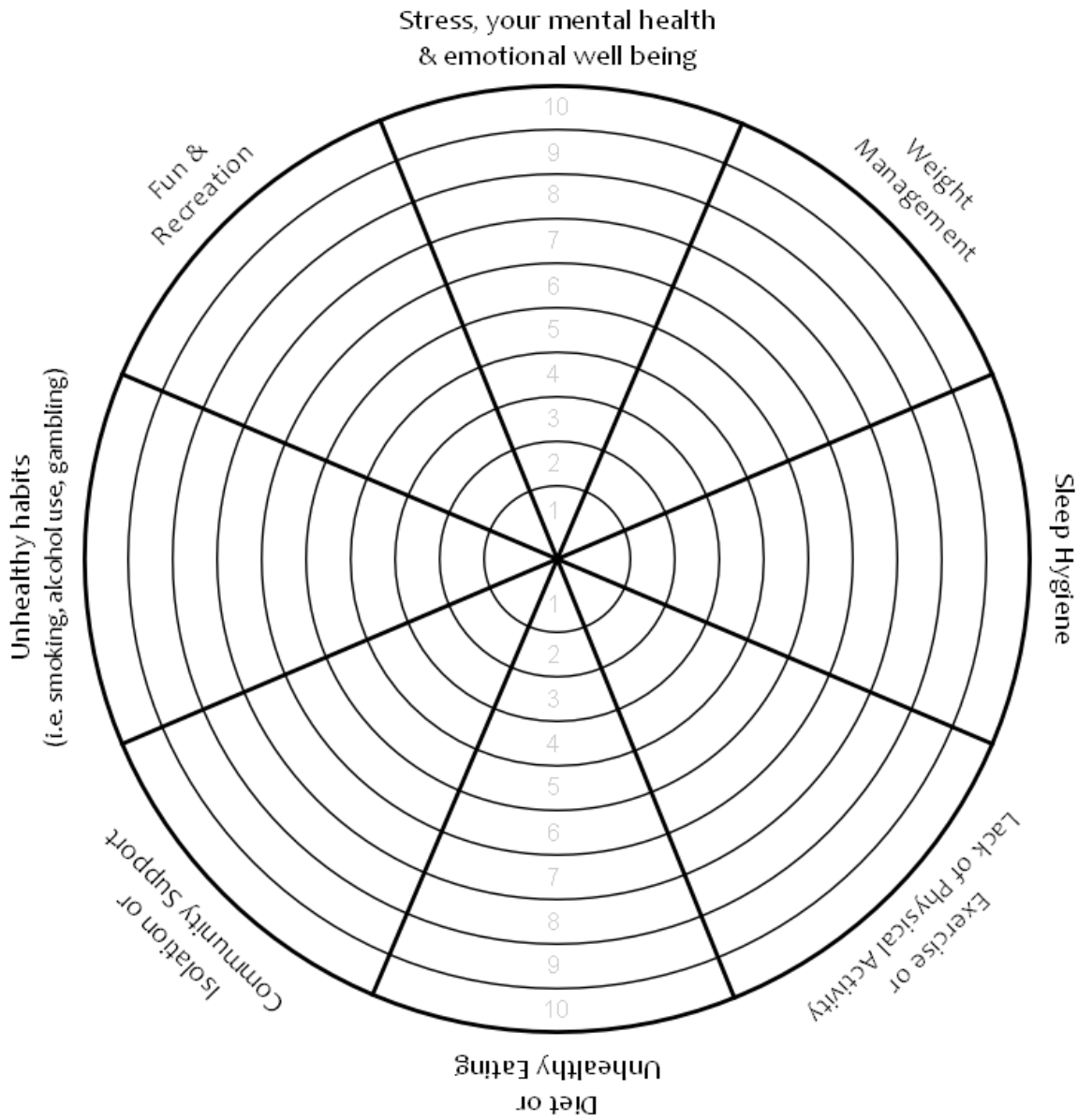
Hold the hope until the individual can hold it themself.

10. Six month priorities in learning Motivational Interviewing

Make a list of things that are important for you to do, accomplish, complete, or make progress on during the next six months.

The individual is like a garden to be tended, not a machine to be repaired.

Health Wheel



On a scale of 1 - 10, with 1 being very unsatisfied (center of circle) and 10 being very satisfied (outer circle), subjectively rate your success in the above eight areas.

Complete this Helper's Response Questionnaire:

What would you say next? In the workshop, you will ask a colleague to code these five statements on a scale of one to five according to their competent expression of Motivational Interviewing.

1. A 20-year-old man tells you: "I know I was supposed to work on this stuff for my GED but it just seems like a waste of time. Who will ever employ me anyway?"
2. "I've been a client here for 5 years, and now that I'm laid off from work, and can't pay my bill, why won't this agency cut me some slack?"
3. "I need to get back to focus on weight loss. I've gained all 60 pounds back since last year and lost my motivation to give up night time bingeing. It's hard because after my divorce I'm lonely and it helps take the loneliness away."
4. "I want to quit smoking for lots of reasons – one is because I have an 11-year-old child. I stop for a while and then start again. I want to quit and I don't want to quit. I don't know how to figure this stuff out."
5. "I'm trying to move and exercise more but I have had exercise-induced asthma since I was a kid so I've learned to avoid it."

A Taste of MI

Speaker talks about something that they want to change in their process of training.

Listener Role

(take a moment to breathe)

Listener: This exercise will take ten minutes. (one way)

1. Listen carefully with the goal of understanding the speaker's dilemma.
2. Give no unsolicited advice, no self-disclosure.
Try not to ask three questions in a row.
3. Ask these open questions and twice reflect the answers.
 - "What are the best reasons to make this change? Why?"
 - "How might you go about it, to succeed with your hopes and dreams?"
 - "On a scale of 1 to 10, how confident are you to make this change?"
 - Follow up question: "Why are you at ____ and not at one?"
4. Offer a short summary of the speaker's motivations to change. Do not dwell on the reasons to keep things as they are - it is fine not to mention them at all.
5. Ask: "So, what do you think you'll do?"
6. Listen with interest. Listen deeply for change talk. (whispers of hopes & dreams)

The receiver is always correct.

Basic Coding Sheet

Overall Spirit of MI	Low 1 --- 2 --- 3 --- 4 --- 5 --- 6 --- 7 High						
Response	Count	Goals					
Open Questions		Twice as many Open as Closed					
Closed Questions							
Simple Reflections		Twice as many Complex as Simple					
Complex Reflections (gentle guesses)							
Affirmations							
Summaries							

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Thank you for your preparation for this workshop. *Stephen*