



Preparation for Advancing the Practice of Motivational Interviewing

To facilitate movement through practice exercises in this workshop, please prepare the following items in advance and have them beside you at the 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.

Presence is the greatest gift you can give to another.

1. Self Practice

Question: *Where do you feel seriously challenged in your work presently, where you aren't quite sure how to move forward or where you feel a need to get better?*

Have a conversation with your partner about this area. You will have 10 minutes for this conversation, and then you will be asked to switch roles.

When you are a listener, be someone amazing to talk to:

- Create safety in the conversation using empathy
- Be lightly curious
- Be compassionate and radically accepting
- Listen (with a gentle gaze), empathize hopes and dreams, and summarize

Your job is to listen for the strengths and affirm these. No cheerleading or praise, please!

2. Something you should know about me

In a small group exercise, you will be asked several times to complete this sentence with a value adjective: "*Something you should know about me is that I am _____.*" Each value adjective 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 value adjectives 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.

3. 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?

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

4. 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.

5. 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.

6. 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 #2, 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.

7. Motivations for change

Using one of the change topics from #5 - a change you are contemplating - write change talk statements that apply to you in at least five of the seven categories below. You will need these for a specific practice exercise.

Desire: I want, would like, wish:

Ability: I could, can, am able:

Reasons: If I made this change, then:

Need: I must, have to, need to, have got to:

Commitment: I will, am going to, promise to:

Activation: I am willing to, plan to, will consider:

Taking Steps: I have already:

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

8. Change talk statements that you hear from your work settings

List some of the change talk statements that you hear from people you serve or in the context of your work. To help you generate a list, here are some categories of change talk:

Desire: I want, would like, wish:

Ability: I could, can, am able:

Reasons: If I made this change, then:

Need: I must, have to, need to, have got to:

Commitment: I will, am going to, promise to:

Activation: I am willing to, plan to, will consider:

Taking Steps: I have already:

Write at least five examples of change talk that you hear in your service setting.

You are responsible for the interaction, not the outcome.

9. Something I am unsure I can do, even though it's important.

Here's a different scenario. This is something that you hope to do, would like to do, have reason to do, and is important for you to do, but you are also not sure whether you actually *can* do it (have the ability to do it, have the time, energy, and resources needed, etc.).

What is it?

*The deepest yearning that is activated by the trauma of oppression
is our need for power and control.*

10. 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 themselves.

11. Six month priorities

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

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."

Self Reflection Journal

1. As your partner listened without judgment or suggestions, how did things shift for you? Why do you think this mattered for you?
2. What happened with your partner's attempt to affirm you? What did you notice about that impact on you?
3. How does this experience influence how you see yourself as a practitioner? Trainer?
4. How does this experience influence your understanding of MI theory and practice? What about MI as a way of being with people?

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							
Affirmations							
Summaries							

Overall Spirit of MI	Low 1 --- 2 --- 3 --- 4 --- 5 --- 6 --- 7 High						
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Thank you for your preparation for this workshop. *Stephen*

Adapted from the workshop packet of William Miller, PhD and Terri Moyers, PhD
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