

Motivational Interviewing

THE MI SPIRIT (PACE)



Partnership

An active collaboration between two experts based on mutual respect

Acceptance



Nonjudgmental respect for & interest in understanding another person as they are



Compassion

Prioritizing the health & well-being of the other person.

Empowerment



Helping people realize and draw on their own strengths, abilities, & motivations

CORE SKILLS (OARS+I)



Open Questions

Evoke answers beyond yes/no & seek to explore the person's own perspectives & experiences

Affirmations

Acknowledge the person's efforts, strengths, & characteristics

Reflections

Express empathy through careful listening & then respond by repeating, rephrasing, or sharing a deeper guess about what the person means

Summaries

Confirm mutual understanding, identify key points, & transition the conversation

Information Exchange (Ask-Offer-Ask)

Ask permission before sharing information and elicit both what the person already knows and their response to the new information you share

THE 4 TASKS of MI

Engaging

Establishing trust, safety, and a comfortable working relationship



Focusing

Agreeing on a purpose or agenda for the conversation



Evoking

Exploring the person's reasons for wanting to achieve a goal & confidence to do so



Planning

Collaboratively generating ideas about how best to achieve a goal



Strategies for Evoking Change Talk

Ask Evocative Questions

Ask open questions like:

- Why would you want to make this change?
- What are the three best reasons for you to do it?
- How important is it for you to follow through with this?
- How might you go about it, in order to succeed?

Ask for Elaboration

Ask for more details:

- In what ways?
- Tell me more about that.
- What else?

Look Forward

Ask what might happen:

- If you take this action, what will be better?
- What will happen if you don't follow through?

Query Extremes

Ask about the extremes:

- What is the best thing that might happen if you take this action?
- What is the worst thing that might happen if you don't follow through?

Ask for Examples

Ask for specific examples:

- When was the last time you did something like this?
- Give me a specific example.

Look Back

Ask about a time before:

- How were things better, different before this was an issue?

Explore Goals and Values

Ask about what matters:

- What matters most to you?
- How will taking this action support what you want?
- What values guide your life?
- What are your hopes for your life, both now and in the future?

Use Change Rulers

- On a scale from 0 to 10, how important is it to you to take this action? (0 = not at all, and 10 = extremely)
- Follow up: And why are you at ___ and not zero (or a lower number)?

Strategies for Responding to Sustain Talk & Discord

Simple Reflection

simply reflect the person's statement
(tone matters)

Double-Sided Reflection

reflection of sustain talk AND change talk
(order matters)

Affirm

offer a sincere affirmation
to rebuild respect

Emphasize Autonomy

acknowledge that the person gets to make the decisions

Apologize

say "I'm sorry" to
rebalance the relationship

Complex Reflection

go deeper and reflect the meaning or
emotion under the surface of the statement

Reframe

offer a different perspective on
what the person describes

Shift Attention

move to a different,
more helpful topic