

Motivational Interviewing

Part 2



Learning Objectives

1. Reach individuals where they are at
2. Creating acceptance and understanding
3. Developing a path for self growth
4. Ensuring the individual has relevant coping skills for continuous self growth

Agenda

1. Continue the last 3 skills in engaging in MI
2. Role play scenarios
3. Four processes

Review from last session

What is Motivational Interviewing?

Motivational interviewing (MI) is a person-centred strategy. It is used to elicit an individual's motivation to change a specific negative behavior.

MI engages individuals, elicits change talk and evokes a persons motivation to make positive changes.

Five Skills to Engaging in Motivational Interviewing



Expressed Empathy



Role With Resistance



Develop Discrepancy



Supporting Self-Efficacy



Avoid Arguments



Expressed Empathy

This means to listen and express empathy to individuals through the use of **Reflective Listening**. In this step, the Mentor/Coach listens and presents ideas the individual has discussed in a different way, rather than telling the individuals what to do.



Develop Discrepancy

This means to assist an individual in developing discrepancies between the current self and what they want to be like in the future after a change has taken place.



Avoid Arguments

During the course of MI the Mentor's/Coaches may be inclined to argue with a person, especially when they are ambivalent about their change and this is especially true when "resistance" is met from the individual.



Activity: Share a situation where you have been drawn into an argument with a person at your job site

Activity questions

- How did it feel?
- What did accomplish?
- Why did it happen?
- If you didn't have the argument what might you have done instead?



Roll With Resistance

"Rolling With Resistance" is to approach the "resistance" with professionalism, in a way that is non-judgmental and supports the individual to once again affirm and know that they have their autonomy and that it is their choice when it comes to their change.

What is resistance?

- Resistance is what happens when we expect or push for change when the client is not ready for that change.
- Conscious or unconscious defenses against change.
- Clients who exhibit resistance are less likely to change.

Why does resistance occur?

- It arises as a normal, expected product of the interaction.
- When resistance emerges, there are good reasons the client is not ready to change in the way we are asking.
 - The reasons may not be clear to us or to the client, but they exist.
 - Ignoring them gets us nowhere.

What are some of the types of resistance we encounter?

- **Issue resistance**
 - Related to a specific issue-such as attitude, changing a dietary pattern, physical activity, etc.
- **Relational resistance**
 - Has to do with the relationship between you and the mentee.
 - There is discord in the interactions.
 - You can tell this by comments made:
 - You don't understand.
 - You can't help me.



How do we respond to
resistance?

What doesn't work---Inappropriate responses:

- **Persuasion**

- It's tempting to try to be helpful by persuading the client about:
 - The importance or urgency of the problem being addressed.
 - The benefits of changing a behavior.
- Persuasion is not an effective method for resolving ambivalence and will probably backfire on you.
- It usually only increases client resistance and decreases the probability of change.

What doesn't work---Inappropriate responses:

- As Peer Mentors, we use our corrective lens.
- We want to change mentee behavior and we want to make things right, so we argue or push back with the mentee.
- Since we are arguing for the change side of ambivalence, this usually causes the client to keep voicing sustain talk (the reasons not to change).
- We have to acknowledge that the righting reflex is present and ask ourselves to override it.
- We have to ask it to step aside and focus on the person in front of us

Strategies to use--Appropriate responses

- **Express empathy**
- **Develop discrepancy**
- **Use “change talk”**
 - Talk that moves the mentee in direction of change.
 - As opposed to sustain talk, which keeps status quo (mentee speech that favors status quo).
 - Goal is to move the mentee to change talk.

Videos

[Rolling with Resistance: How to Do It](#)

[Rolling with Resistance: How NOT to Do It](#)



Support Self-Efficacy

Strong self-efficacy can be a significant predictor of success in behavior change. Therefore, it is clear to see how important it is for the individual to believe that they are self-efficient and it is the Mentor's/Coach's role is to support them by means of good MI practice and reflective listening.

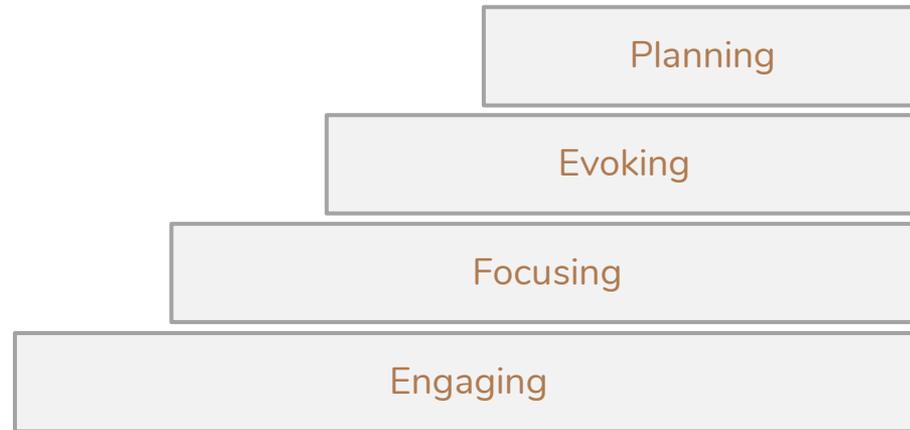
Videos

Self Efficacy

Four Processes

There are **four steps** used in motivational interviewing. These help to build trust and connection between the individual and the Mentors/Coaches, focus on areas that may need to be changed and find out the reasons the individual may have for changing or holding onto a behavior.

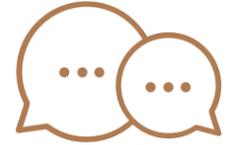
Four Processes of MI



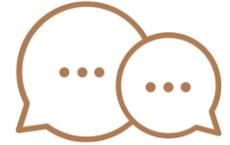
Videos

The Four Processes of Motivational Interviewing

Engaging

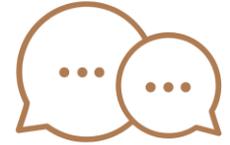


In this step, the Mentor/Coach gets to know the individual and understands what is going on in the individual's life. The individual needs to feel comfortable, listened to and fully understood from their own point of view.



Focusing

This is where the Mentor/Coaches supports the individual find and focus on an area that is important to them, where they are unsure or are struggling to make a change.

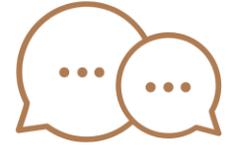


Evoking

In this step the Mentor/Coach asks questions to get the individual to open up about their reasons for change.

Ask open ended questions

Use clarifying statements



Planning

In this step the Mentor/Coaches supports the individual in planning how to change their behavior and encourages their commitment to change.



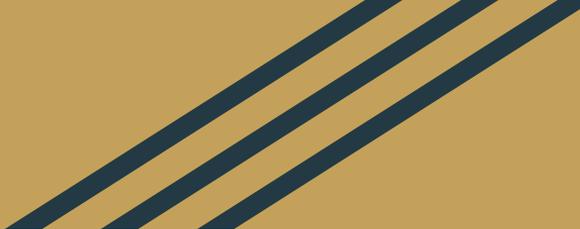
Activity:

Mentee is nervous about starting a job on a new site and is contemplating not going to the job site.

Peer Mentor will listen and use respond to the mentee using the four processes of

MI





Thoughts & Question