

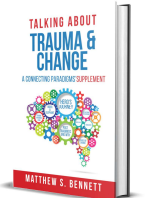
Connecting Paradigms:
Trauma-Informed Motivational
Interviewing

Welcome: Please put your name and
position in the chat

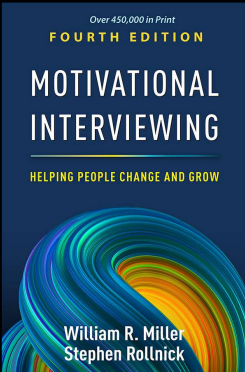
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Matt Bennett, MA, MBA

- matt@optimalhrv.com
- Before our journey
 - Trauma impacts everyone – take care of yourself
 - Two parts of the trauma story
 - Pain and Suffering
 - Post-traumatic growth
 - Role of change in post-traumatic growth
- Think about a change you want to make
- Oh, the fun we will have...our format



2



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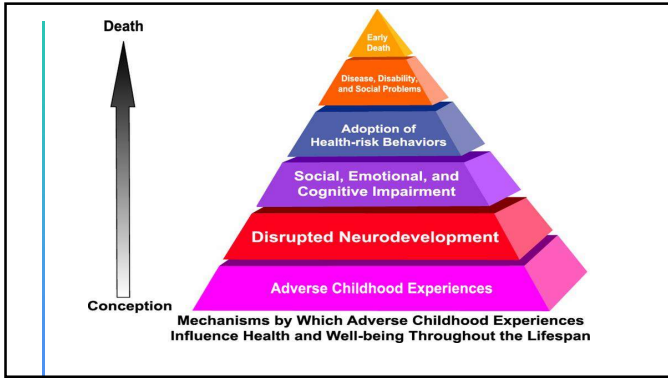
MOTIVATIONAL
INTERVIEWING

HELPING PEOPLE CHANGE AND GROW

William R. Miller
Stephen Rollnick

“Motivational Interviewing is
a particular way of talking
with people about change
and growth to strengthen
their own motivation and
commitment.”
- Miller & Rollnick

3



4

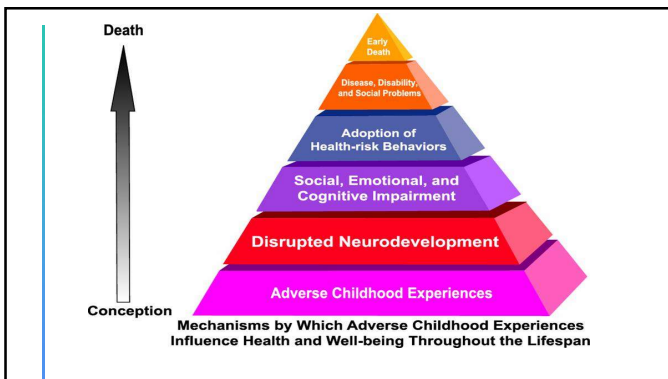
Defining Trauma

Traumatic Event: Events involving intense stress that overwhelms the person's capacity to cope. Results in an existence dominated by trauma for a period of time.

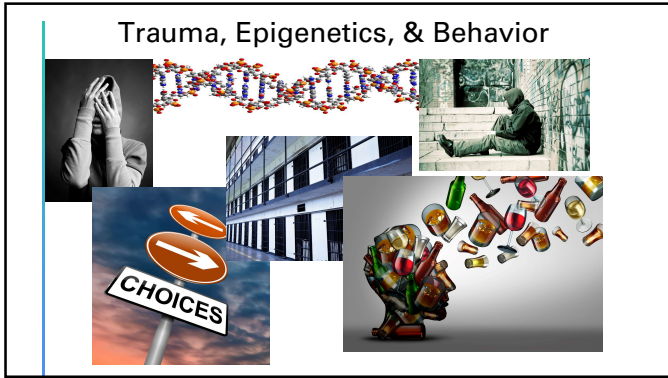
Chronic Trauma: Living in high stress environment and in the shadow of the threat of traumatic events occurring at any time.

Complex/Compound Trauma: Combination of traumatic events and/or chronic trauma occurring over an extended period.

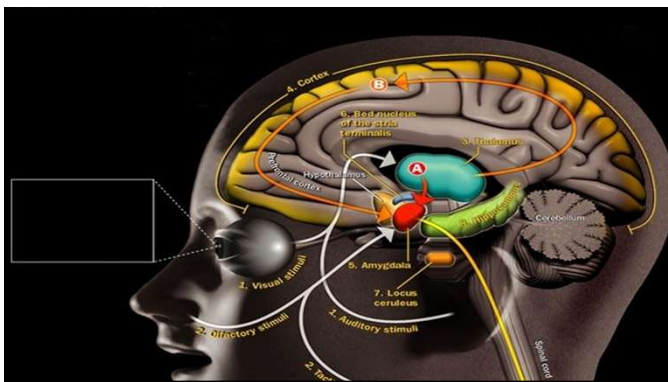
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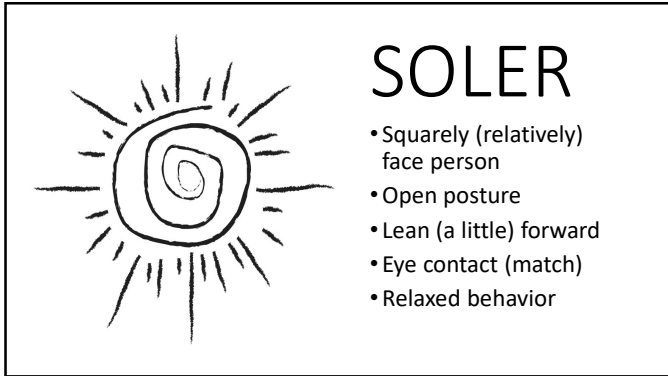
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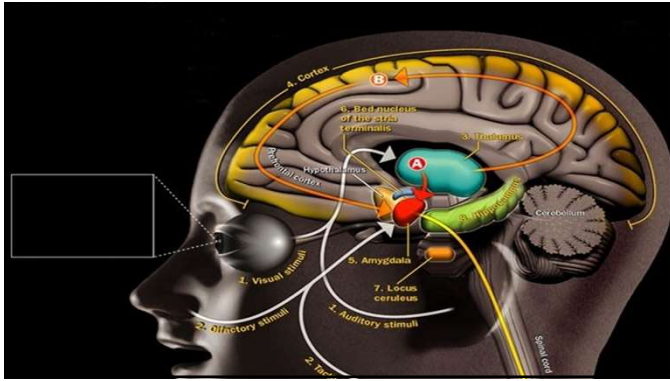
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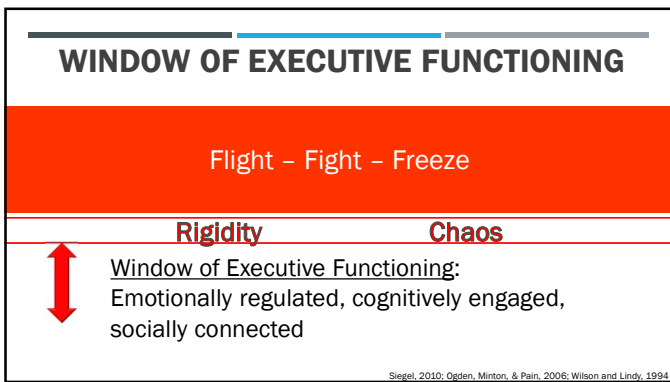
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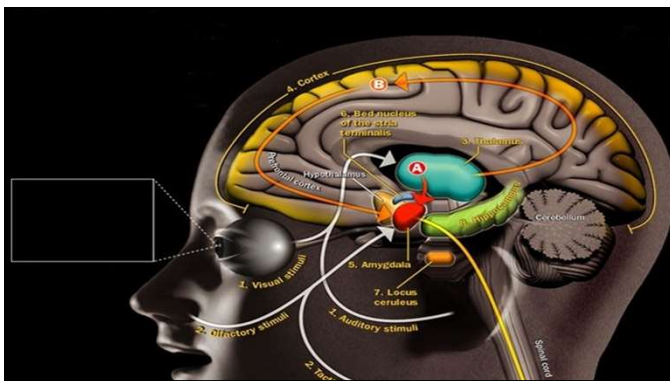
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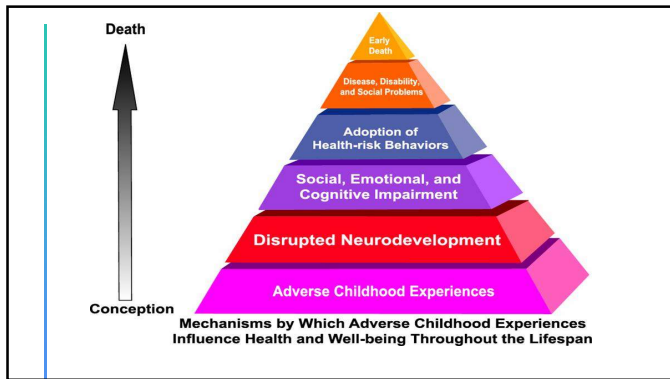
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11



12



13

Trauma Symptoms

<p>Mental Health</p> <ul style="list-style-type: none"> • Personal narrative <ul style="list-style-type: none"> • Shame • Unworthiness • Unsafe • Hopelessness • Diagnosis <ul style="list-style-type: none"> • Depression • ADHD • Oppositional Defiant Disorder • Conduct Disorder • Anxiety Disorder • Phobic Disorder • Personality Disorders • Self-harm • Suicide • Addiction • Range of criminal behavior • Perfectionism 	<p>Cognitive/Behavioral</p> <ul style="list-style-type: none"> • More likely to be in special education • 2.5X more likely to fail a grade • Incoherent sense of self • Easily overstimulated • Difficulty delaying gratification • Trouble with goal setting and future thinking • Trouble concentrating & memory problems • Language development • Trouble with impulse control • Difficulty following direction <p>Health Conditions</p> <ul style="list-style-type: none"> • Headaches • Gastrointestinal issues • General health problems • Cancer • Autoimmune issues & Lupus • Pain 	<p>Social</p> <ul style="list-style-type: none"> • Trouble interpreting emotional signals • Difficulty trusting others • Lack of empathy • Inability to cooperate with others • Poor boundaries • Premature sexual maturity & activity • Sexually transmitted infections • Unintended pregnancies • Low social intelligence • Intimate partner violence • Bullying and violence behavior • Personal narrative & attachment <ul style="list-style-type: none"> • Avoidant • Anxious • Insecure
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14

Spirit of Motivational Interviewing

15

Spirit of MI

- Partnership
- Acceptance
- Compassion
- Empowerment

16

Partnership

- “Your purpose is to understand the life before you, to see the world through this person’s eyes rather than superimposing your own vision.”
- Guiding communication style
- Power of asking permission
 - Ask - Offer - Ask
- Clear expectations

17

Acceptance

- Worth
 - Unworthiness and shame immobilizes people
 - Change means someone feels they’re worthy of improvement
 - Help the person separate the problem from their identity
- Autonomy - Acknowledging freedom of choice increases possibility for change
- Avoid the Fixing Reflex

18

Compassion

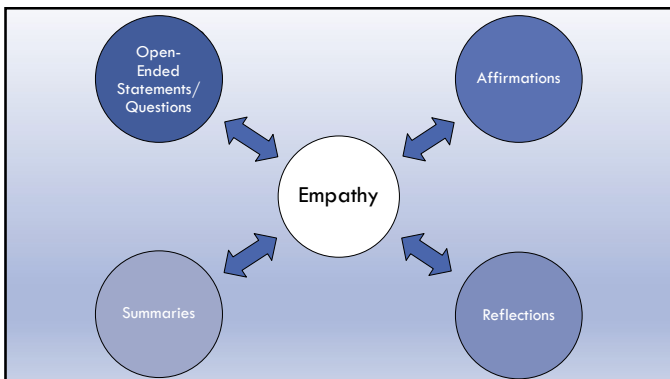
- Decrease stress whenever possible
- Avoid retraumatization triggers
 - Policies
 - Procedures
- Be predictable
- Slow down
- Support works better than confrontation

19

Empowerment

- The person is the expert on themselves and their situation
- Change talk
 - Talk about the new behavior
 - Research: Increase in change talk predicts actual change
 - Your goal: Increase change talk
- Sustain talk – reasons to stay the same
- Person should talk more than half the time

20



21


INTERVIEW #13:
EXAMPLE WITH A QUIET
CLIENT

TRIGGER WARNING!

22

THE TIMI STRUCTURE

1. Assess stress level



23

Strategies for
Assessing &
Managing
Stress

- At the beginning of an interaction, ask
 - “On a scale of 1 to 10. 1 being incredibly relaxed. 10 being stressed out and ready to explode. I’m curious how you are doing right now.”
 - “Great to see you. Tell me how you are doing today”
- If they are stressed, co-regulate before moving to other agenda items or change conversations
- Use communication strategies throughout this training to provide support

24

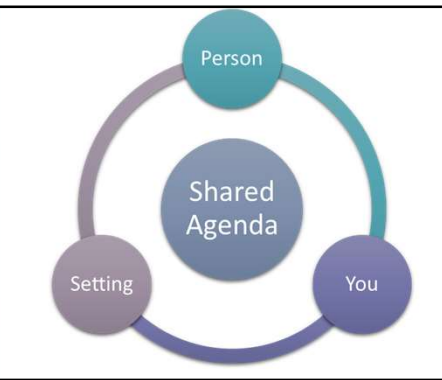
THE TIMI STRUCTURE

1. Assess stress level
2. Establish a shared agenda - Identify change

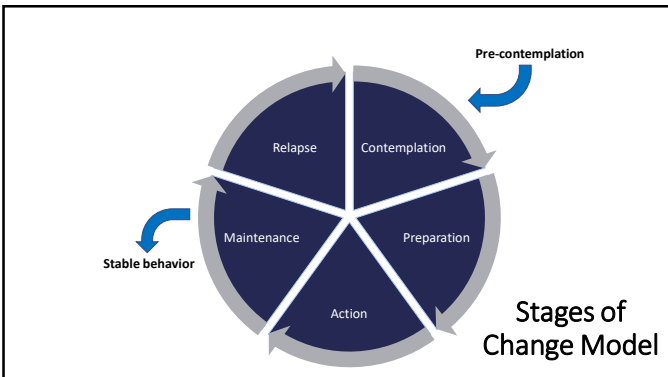


25

Creating Focus

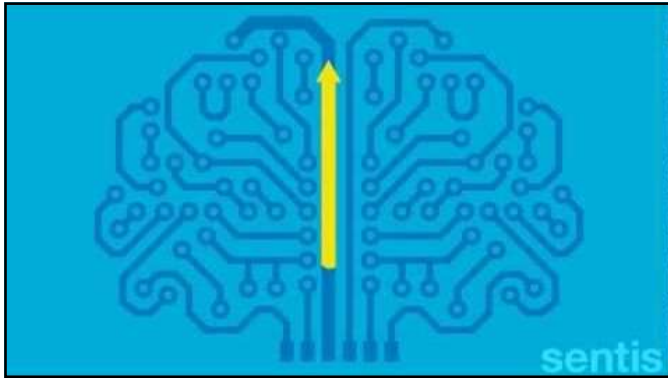


26



Stages of Change Model

27

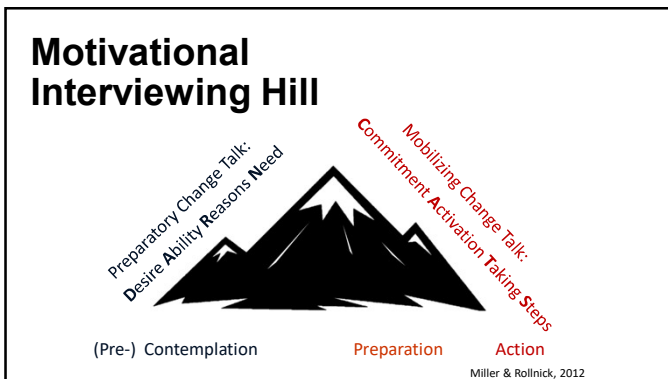


28

Ambivalence

- Ambivalence
 - Wanting more than one thing at the same time
 - The desired things are incompatible with each other
- Discrepancies are the differences between desired states and current reality
- Cognitive dissonance is a type of eustress or good stress
 - Push: Discontented with the status quo and/or
 - Pull: Unrealized opportunity to better a situation

29



30

THE TIMI STRUCTURE

1. Assess stress level
2. Establish a shared agenda – Identify change
3. Importance ruler



31

The
Importance
Ruler

- Goals
 - Elicit preparatory change talk – change talk predicts change
 - Increase the importance the change holds for the person
 - Increase person's self-confidence in their ability to make the change
- On a scale from 1 to 10 with 1 being not at all important and 10 being extremely important: *How important is it for you to make this change?*
- On a scale from 1 to 10 with 1 being not at all confident and 10 being extremely confident: *How confident are you that could make this change?*

32

Following
Importance
Ruler
Questions

- You: "On a scale from 1 to 10, with 1 being not at all confident and 10 being extremely confident, how confident are you that you could maintain sobriety?"
- Person: "3"
 - You: "Tell me why you are at 3 and not a 1."
 - You: "I wonder what it would take for you to go from a 3 to, say, a 4 or 5."
- Person: "1"
 - You: "I'm interested in what it would take for you to go from a 1 to, say, a 2 or 3."

33

THE TIMI STRUCTURE

1. Assess stress level
2. Establish a shared agenda – Identify change
3. Importance ruler
4. OARS to explore



34

Open-Ended Statements & Questions

- Open vs. Closed
 - “Do you currently have a job?”
 - “Tell me about your employment history over the last several years.”
- 1:2 Ratio: One question for every two statements, affirmations, reflections, or summaries

35

Open-Ended Statements and Questions

- Questions are more likely to elicit defensive responses than statements
 - “How did your therapy appointment go last week?”
 - “I’ve been interested how your therapy appointment went last week.”
- Questions to statements
 - Tell me more about...
 - I’m interested in...
 - I’ve been curious about...
 - Help me understand...
 - I would love to know more about...

36

Affirmations

- “To affirm is to recognize and acknowledge that which is good, including the individual’s inherent worth as a fellow human being. To affirm is also to support and encourage.”
- Bring positive energy into the relationships and conversation
- Builds confidence around their ability to change

37

Reflections

Simple reflection – words

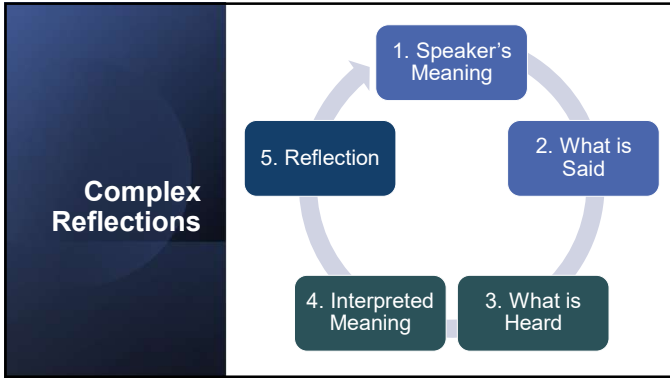
Complex reflection - meaning

38

Simple Reflections

- Person: “I’ve tried quitting in the past, but it is so hard when all my friends and family use around me.”
- You: “You’ve tried to quit in the past.”
- You: “It is hard when friends and family use around you.”

39



40

Complex Reflections

- Person: "I've tried quitting in the past, but it is so hard when all my friends and family use around me."
- You: "Your friends and family make it difficult to live the life you want."
- You: "It seems there are obstacles that have prevented you from reaching your goal and sobriety is something that has been important to you."

41

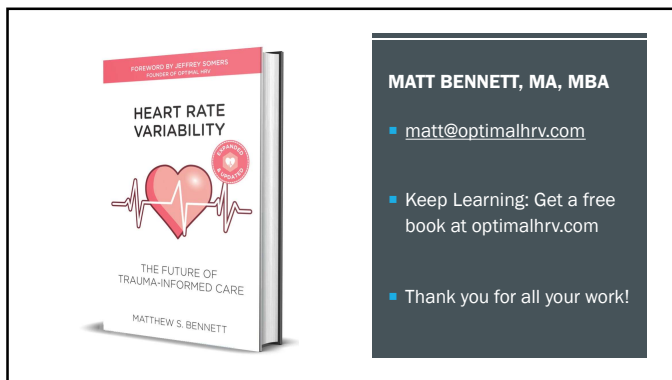
Summaries

- Reflections that bring together several things the person has stated
- Effective methods for
 - Ending conversation
 - Transitioning to other topics

42



43



44
