
Motivational Interviewing

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Disclaimer

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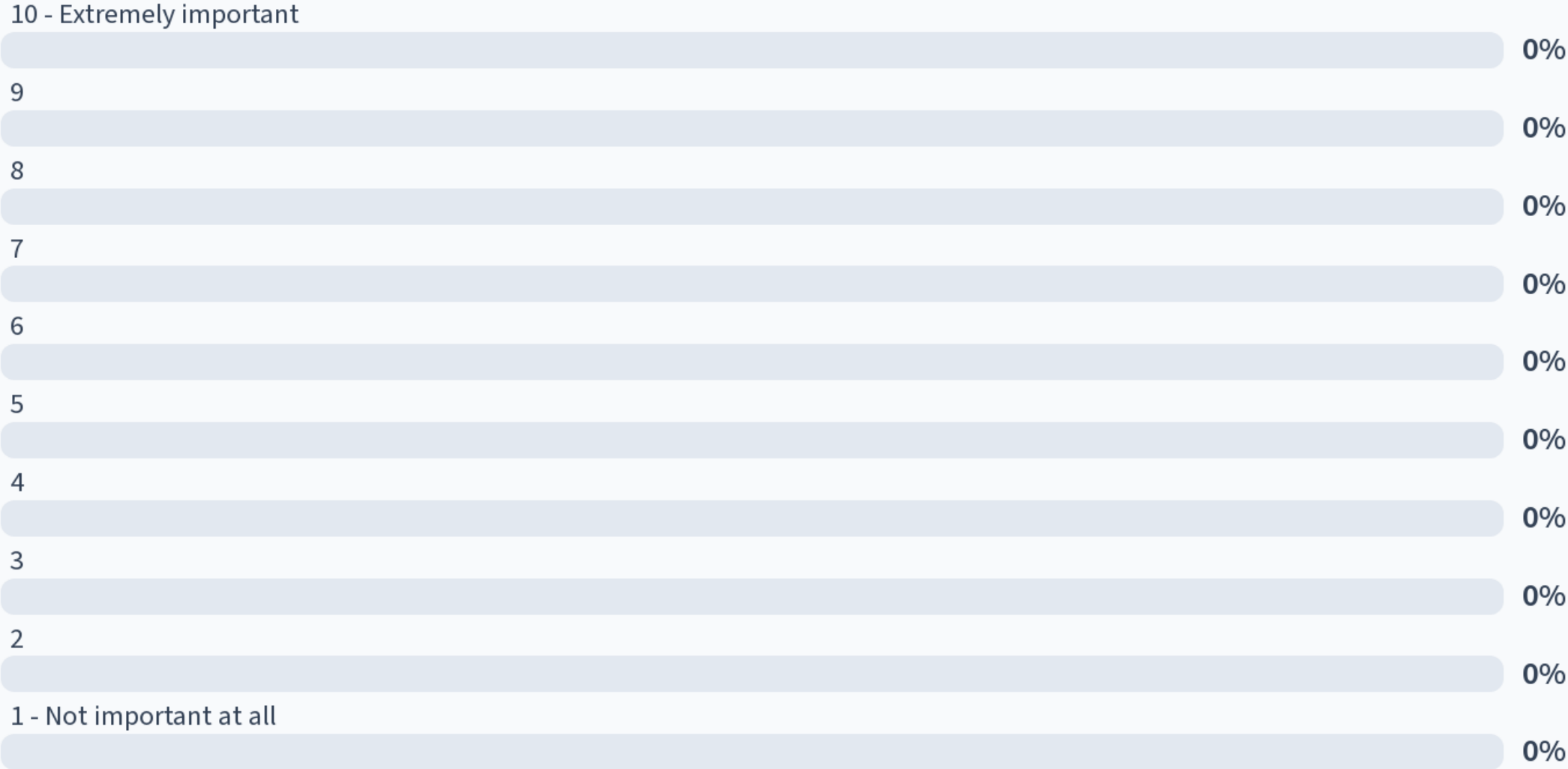
Participation Code

PollEv.com/iowacebh984

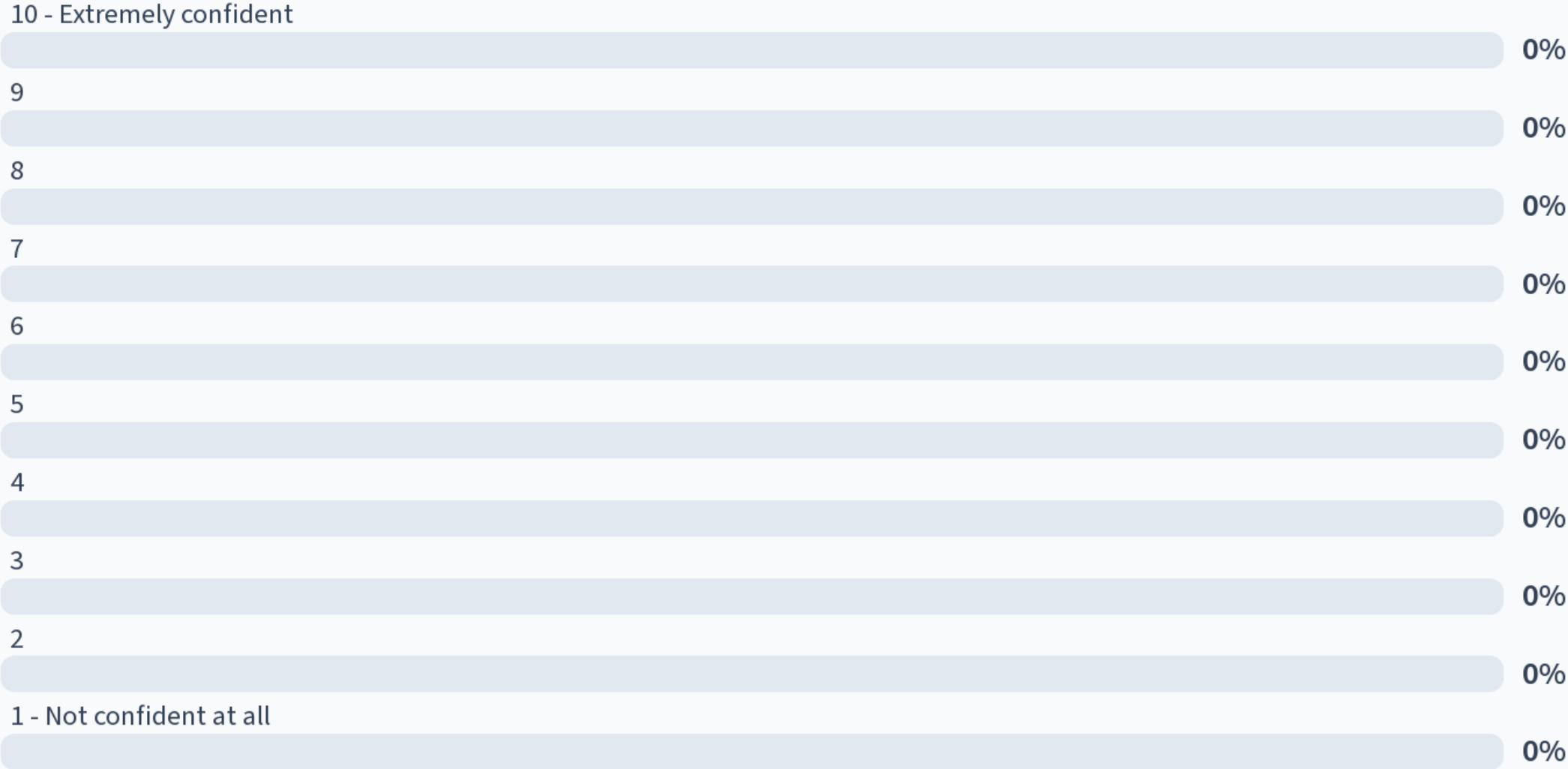
(Link is also in the chat)



How important is it to you to learn more about Motivational Interviewing?



How confident are you that you could do Motivational Interviewing right now?



Learning Objectives

- Integrate a person-centered, strengths-based approach
- Practice recognizing, eliciting, and supporting “change talk”
- Use the “stages of change” to determine what someone most needs from us
- Appreciate that what seems like “resistance” is a mismatch between what we’re doing and what the other person needs

Motivational Interviewing in a nutshell

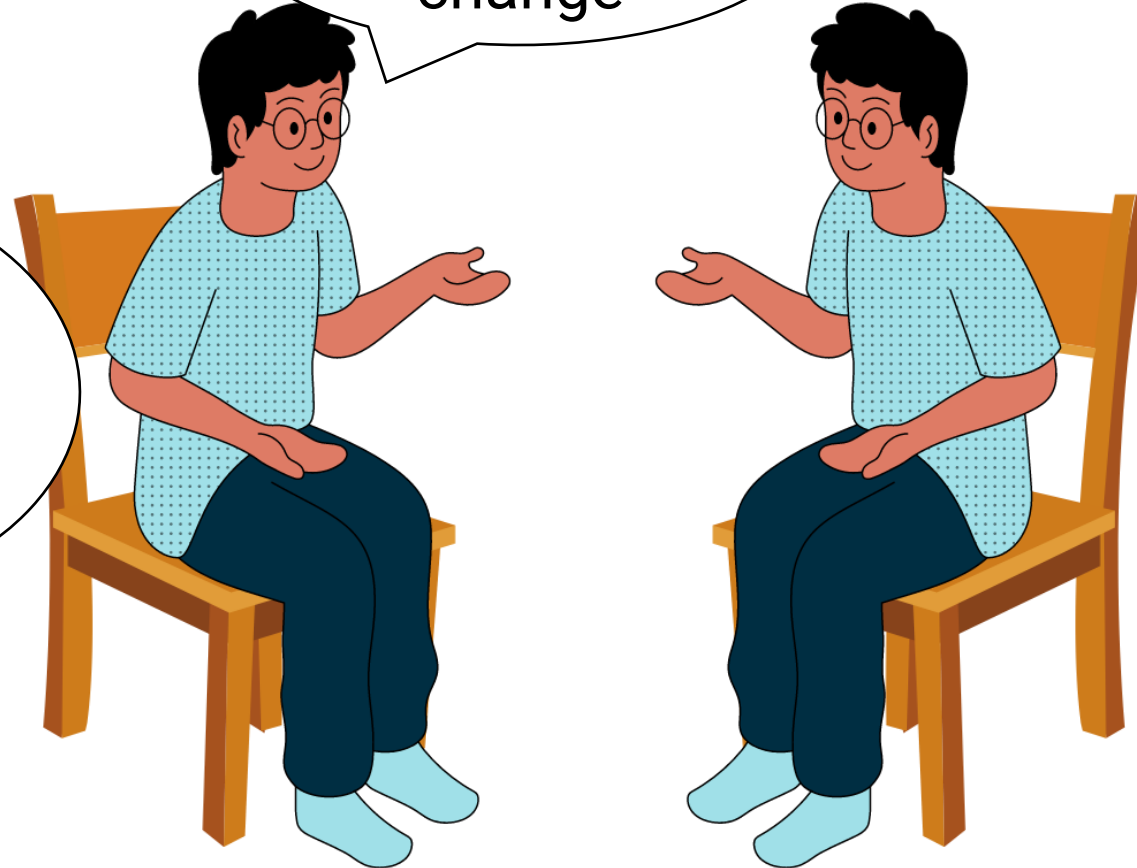
Positive Change

But I want
something to
change

I feel so
stuck

Harmful Patterns

It sounds like
you want to
find an
alternative



Engaging – Creating Safety

Unconditional Positive Regard

The belief that everyone has inherent worth and potential and is worthy of respect simply because they are a human being.



Reflective Listening - OARS

- **Open-ended Questions**
- **Affirmations**
- **Reflections**
- **Summaries**

Open-Ended Questions

Closed-Ended Example:

Helper: Have you tried talking to your wife?

Client: Yeah

Helper: Did she respond?

Client: No

Helper: Do you think she's mad?

Client: Yeah

Open-Ended Questions

Open-Ended Example:

What happened when you tried to talk to her?

Affirmations (Strengths)

You really tried hard

You love your family

You're always there for your friends

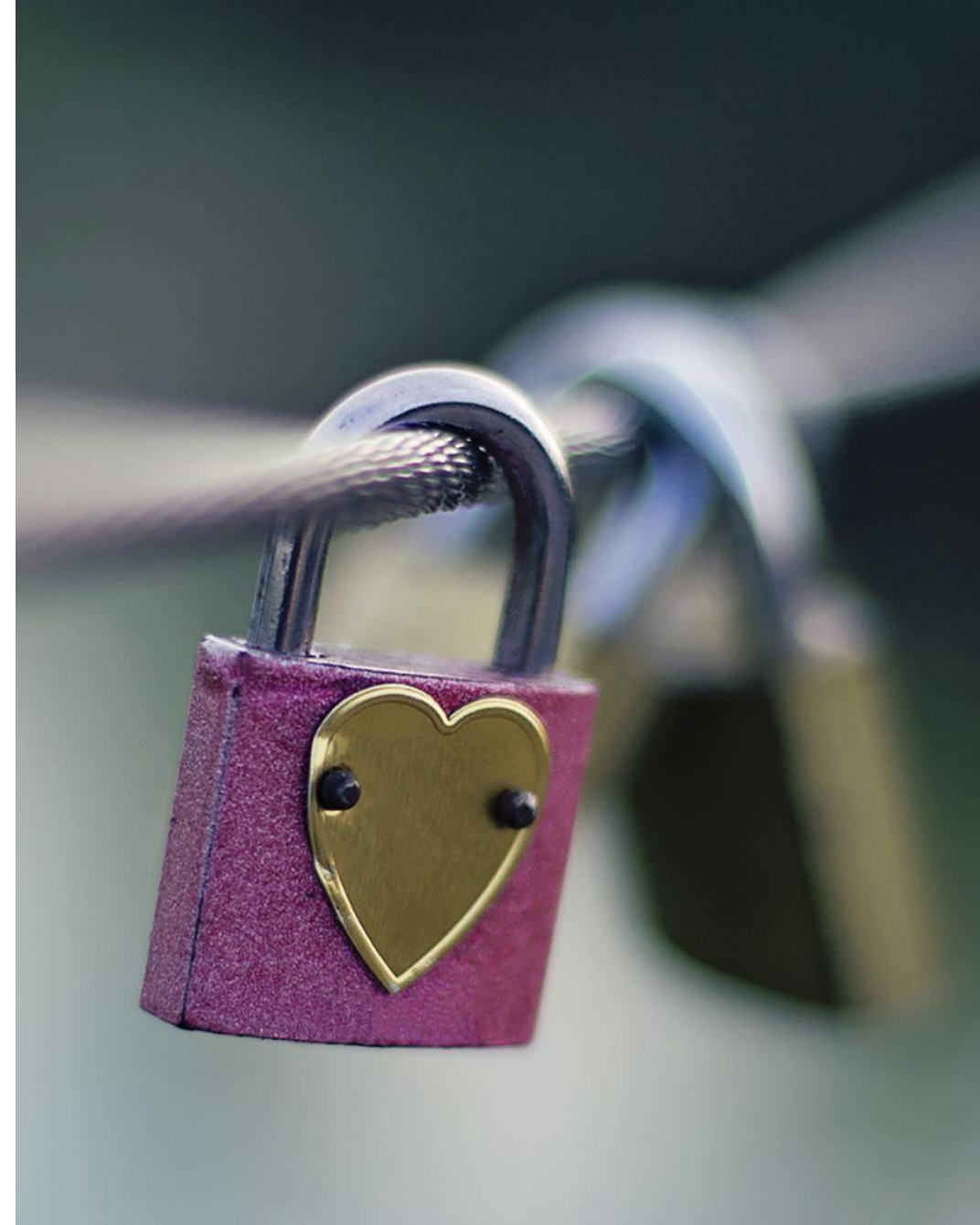
That shows growth

It takes courage to be that honest

You have hope

That's a big success

It's not easy to be vulnerable like that



Reflections

- Reflect a part of what the person said
- Use your own words
- Take the form of a statement, not a question
- Can take a guess at what else the person might mean
 - If your guess is wrong, they will clarify and talk more

Summary

Choose 2 or 3 things the person said to reflect at once

You can choose things that, when said together, create a narrative

End with an open-ended question to encourage them to respond



How can we respond?

My Maria is a good girl. She's never been in trouble, but I worry about her. Lately she wants to stay out later and later and sometimes I don't know where she is. She just had her ears pierced without asking me! And some of the friends she brings home – well, I've told her again and again to stay away from that kind. They're no good for her, but she won't listen.

What open-ended question could we ask?

Nobody has responded yet.

Hang tight! Responses are coming in.

What affirmation could we offer?

Nobody has responded yet.

Hang tight! Responses are coming in.

How can we respond?

I really feel awful. Last night I got drunk and I don't remember what I did. This morning the screen of the television is busted and I think I probably did it. My wife isn't even talking to me. I don't think I'm an alcoholic because I can go for weeks without drinking. But this has got to change.

What could we say as a reflection?

Nobody has responded yet.

Hang tight! Responses are coming in.

What summary could you provide?

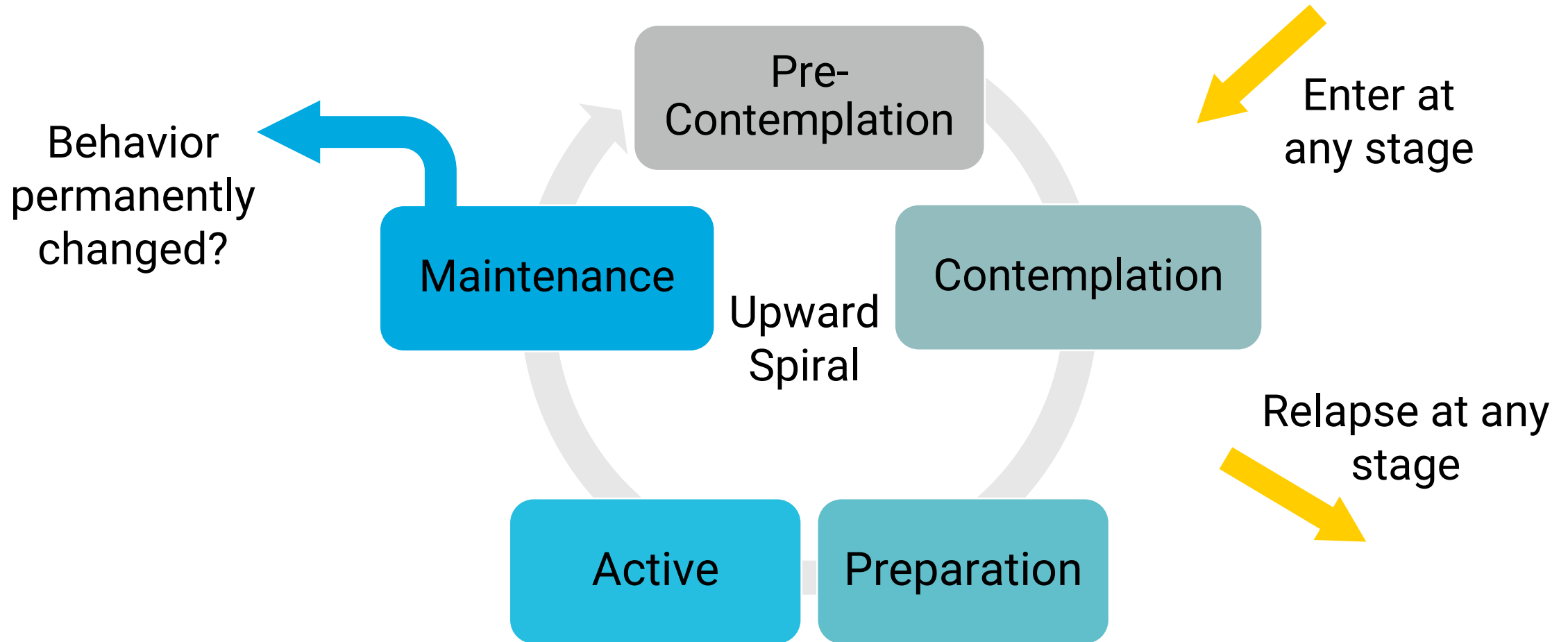
Nobody has responded yet.

Hang tight! Responses are coming in.

Stages of Change

How do we know what the person needs from us now?

Stages of Change Model



Stages of Change Model



- Do not believe they have a problem
 - Not planning to change at all

Stages of Change Model

- May be considering change
- Not planning to change within the next month



Contemplation

Stages of Change Model

- Talking about or researching
- Planning to initiate change within the next month



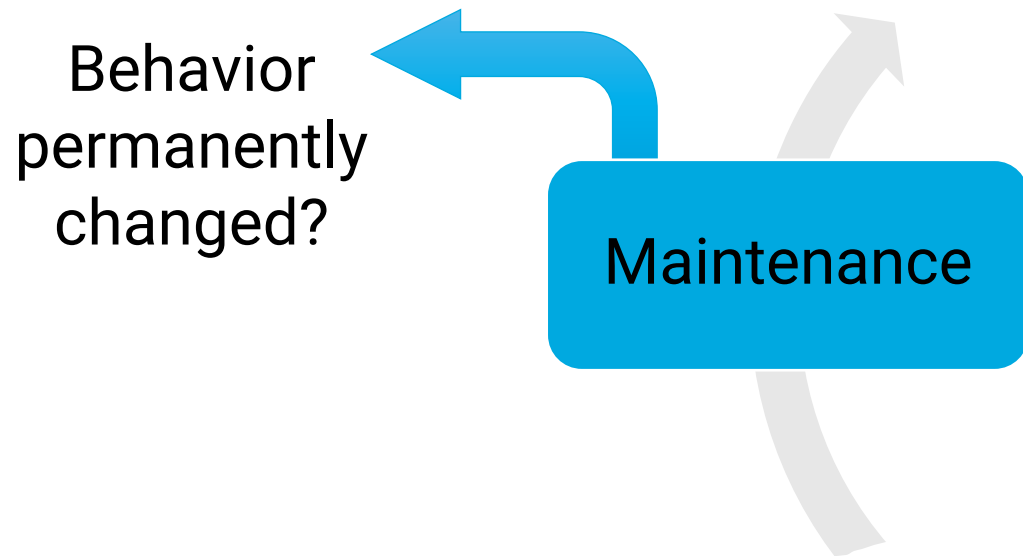
Preparation

Stages of Change Model

- Actively making the change
- First 6 months of starting to change



Stages of Change Model



- The change has become a habit
- 6+ months after beginning the change

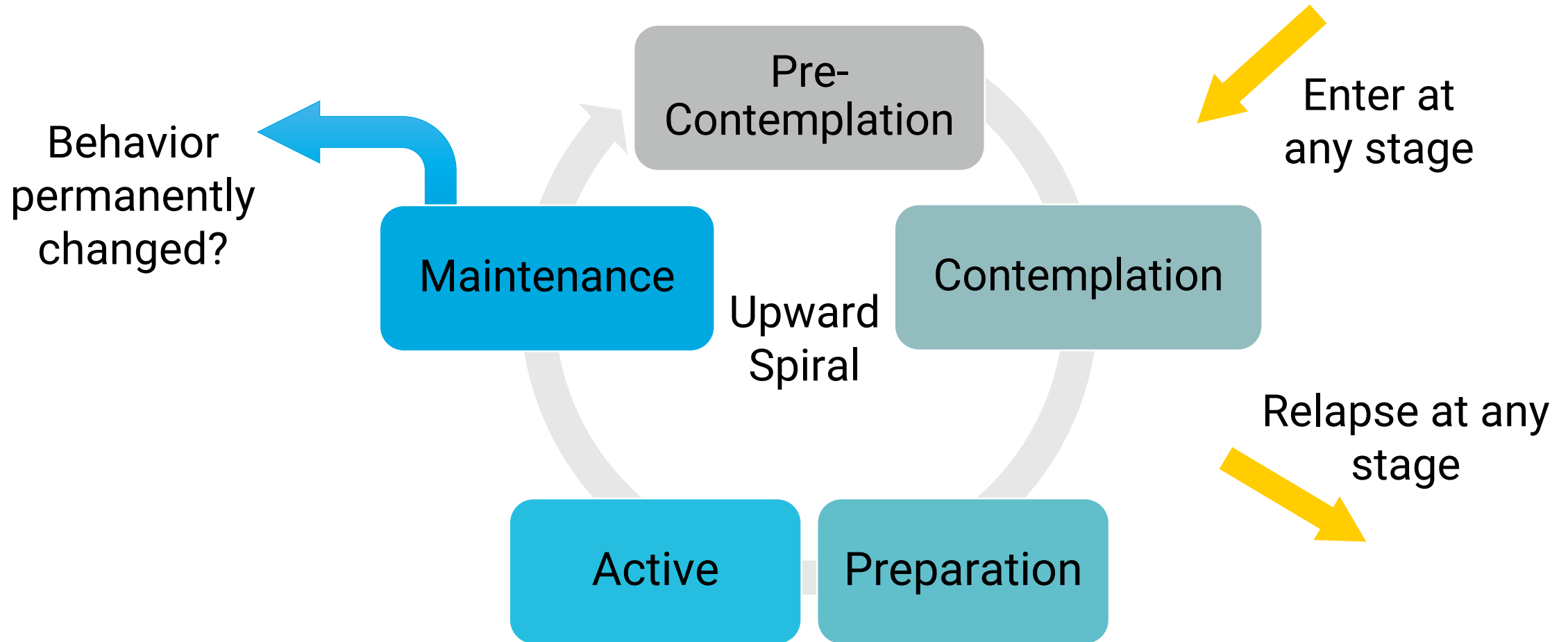
Stages of Change Model

- Relapse happens sometimes
- It doesn't erase the lessons learned, and people can re-enter the stages of change

Relapse at any
stage



Stages of Change Model



What to Listen For

Types of Talk from People We Serve



Change Talk

Any speech that favors movement toward positive change



Sustain Talk

Talk about being stuck or maintaining the status quo



Discord

Sometimes labeled “resistance”

Change Talk

- Any speech that favors movement toward change
- Preparatory change talk: Desire, Ability, Reasons, Need
 - “I wish I could have less stress in my life.”
 - “I could probably exercise more.”
- Implementing change talk: Commitment/Intention, Activation, Taking Steps
 - “I started keeping track of what I ate this week.”
 - “I bought a glucose monitor and read the manual.”

Sustain Talk

- Desire for status quo
- Inability to change
- Reasons to sustain status quo
- Need to sustain status quo
- Commitment to status quo

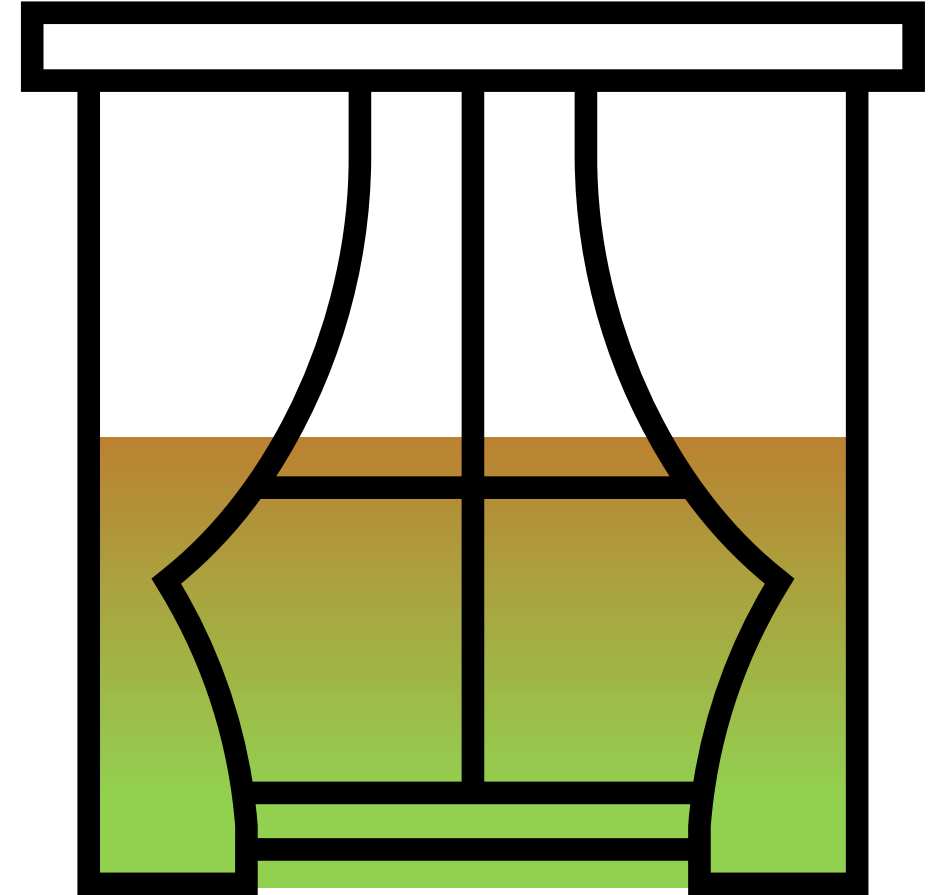
Break

What kinds of “resistance” have you encountered?

- Write a response in the chat direct to Iowa CEBH
- I’ll read some of them aloud

Window of Tolerance

The “window of tolerance” comes from Dr. Dan Siegel, MD, and describes the range of stress we can experience and still think clearly.



Resistance? Discord.

Wrestling



Dancing



Example Part 1

- Are they wrestling or dancing?
- Are there examples of reflections or affirmations?

Example Part 2

- Are they wrestling or dancing?
- What is the helper trying to do?
- How do you think the helper feels?

Example Part 3

- Are they wrestling or dancing?
- What helped?
- Are there examples of open-ended questions, reflections, or affirmations?

A photograph of two men wrestling in a dark setting. The man on the left is wearing a red singlet and has a pained expression. The man on the right is wearing a blue singlet and has his eyes closed, appearing to be in a state of physical exertion or pain. The lighting is dramatic, highlighting their muscles and the intensity of the moment.

“Righting” or “Fixing” Reflex

It's natural to want to fix things, but it's also counterproductive.

What type of talk is it?

- I should do it for my kids.
- I'm in too much pain to even think about working.
- I'm thinking about trying out the Atkins diet. I have nothing to lose.

What type of talk is it?

- I'm telling you, it won't work. You will never understand what I've been through.
- I need to find a real job. Maybe go back to school.
- But I don't think I'm an alcoholic or anything.

What type of talk is it?

- I wonder, maybe, if alcohol's pickling my brain, or something.
- I am just so sick and tired of people always telling me what to do. I mean really – where do people get off thinking they have the right to say that?
- I don't want my daughter to have the same kind of life I've had.

Evoking

How to draw out change talk

What are we trying to draw out in the person?

- Hope for a better future
- Their own reasons to make positive change
- Confidence in their ability to do it
- Recognition of even small steps

How?

Evoking with OARS

- Open-Ended Question
 - How would you like things to be different?
- Affirmations
 - Your relationship with your family is something you value.
- Reflections
 - It sounds like you really need something to change.
- Summaries
 - You've told me why you started drinking, and at this point it's not doing those things for you anymore. It's also led to fights with your significant other. How would you like things to be?

Evoking Using Questions

- Why do you want to make this change?
- How might you be able to do it?
- What is one good reason for making the change?
- How important is it, and why? (0-10)
- What do you intend to do?
- What are you ready or willing to do?
- What have you already done?

How can we respond?

I really feel awful. Last night I got drunk and I don't remember what I did. This morning the screen of the television is busted and I think I probably did it. My wife isn't even talking to me. I don't think I'm an alcoholic because I can go for weeks without drinking. But this has got to change.

What can we say or ask to evoke change talk?

Nobody has responded yet.

Hang tight! Responses are coming in.

Supporting Change Talk

Supporting Change Talk

“I wish I could have less stress in my life. I could probably exercise more. I did start keeping track of what I ate this week.”

- “Tell me more about that.”
- “That shows a lot of follow-through!”
- “You’ve been thinking about ways to get healthier, and you’ve already taken steps to act on it. What would help you on this path?”

Example:

- I was worried there at first, but I don't think I really have diabetes. The doctor said it was "borderline" or something like that, and I feel fine.

Navigating Change Plans

How can we move from talk to goals?

Moving from Talk to Goals

- If you had to select just one thing to focus on now based on your values, what would you select and why?
- What do you think you will do next?
- What's one thing you could do before next week that would help move you in that direction?

Motivational Ruler

- On a scale of 1-10, where 1 means it definitely won't happen and 10 means it definitely will, how likely are you to do this in the next week?
- What would it take to raise that number?

When Offering Information...

- What would be most helpful from me right now?
- Would you like some referrals?
- Would you like me to share some ideas that have worked for others?

Revisiting the Example Conversation (Wrestling)

Things the helper said:

- You might qualify for unemployment. Have you applied?
- Have you been to Workforce Development since you got fired?
- Workforce development has lists of current job openings in the community that they print off each week. There are many jobs you can apply for.

Revisiting the Example Conversation (Dancing)

Things the helper said:

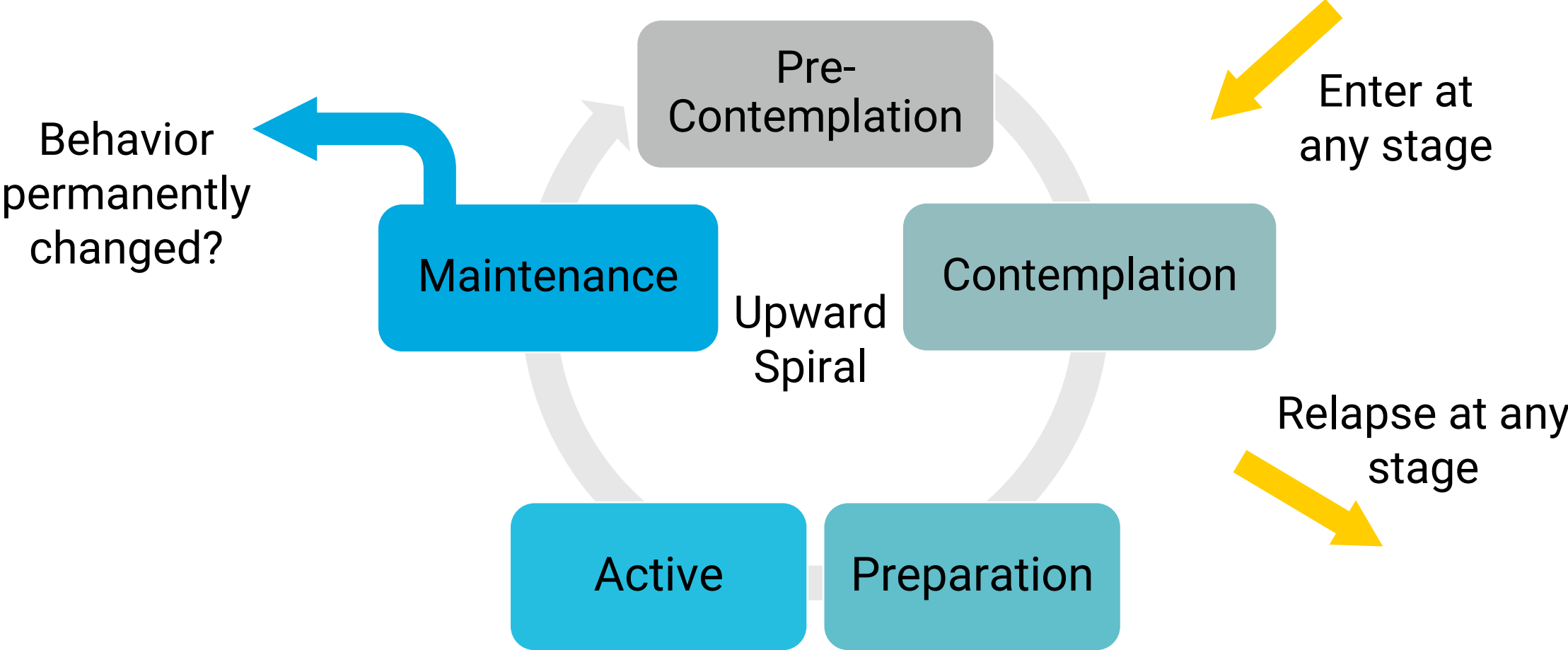
- What do you want to have happen?
- What is something you can do today to help you feel better so that tomorrow or next week or whenever you'll feel more ready to face a job search?
- What things do you do that you are good at or take pride in?

Bringing It All Together

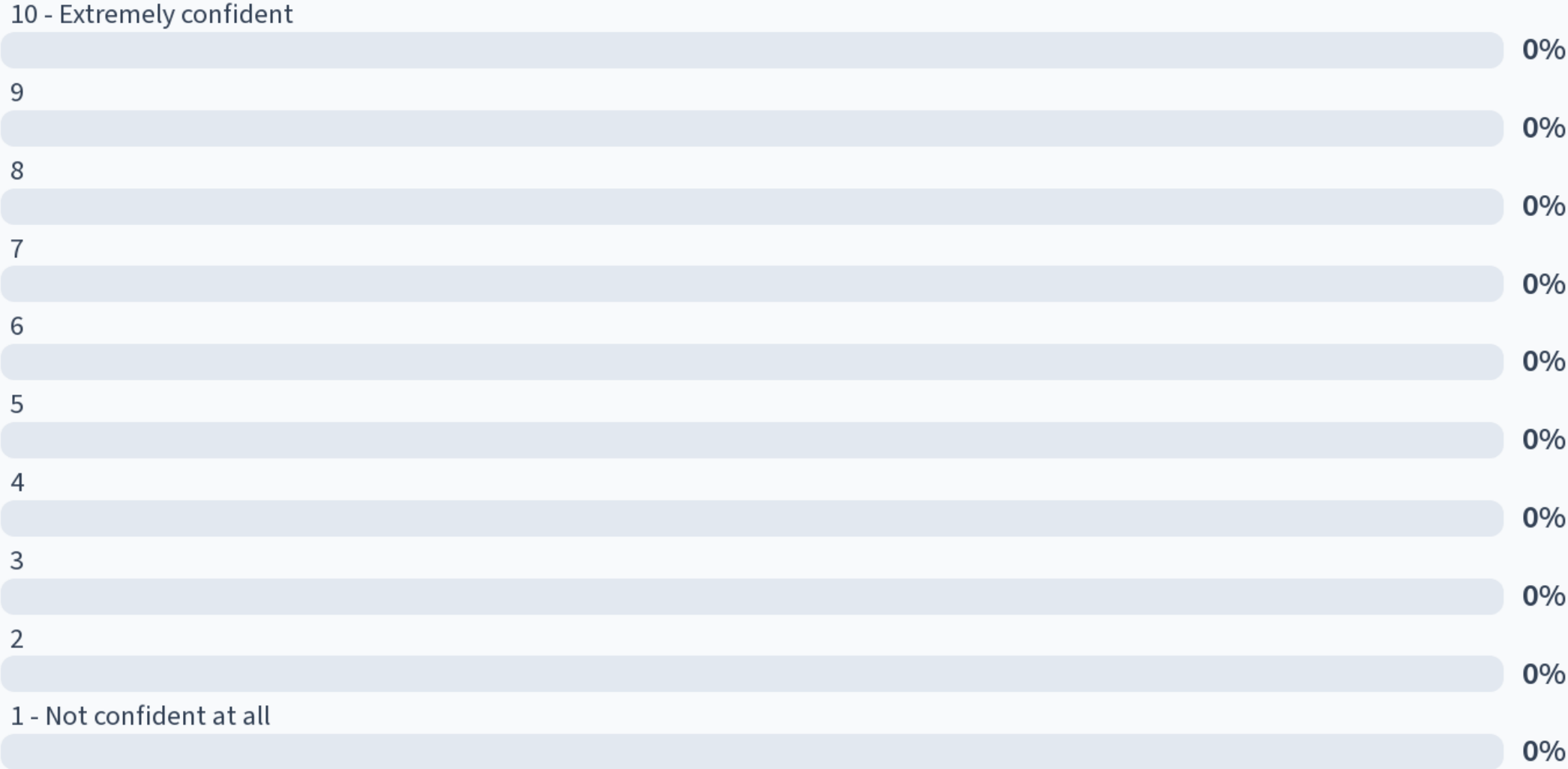
Example

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Stages of Change Model



How confident are you that you could do Motivational Interviewing right now?



Questions?

→ iowacebh.org

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