

MI as a Precursor Worksheet - Treatment

1. Briefly discuss treatment

Elicit – *What do you already know about the _____ treatment?*

Provide – *Can I tell you some more things that you may find interesting?*

Elicit – *What do you think about that additional information?*

2. Elicit client's reasons for treatment

“Why did you decide to check out this program?”

“What else do you hope to get out of this treatment?”

“How would you know if the treatment was successful for you?”

“What may happen if you don't get what you need from the treatment?”

- Encourage client to elaborate about his/her reasons:
“That's interesting. Tell me more about that.”
Repeat or paraphrase client's reasons using reflections.

3. Elicit client's concerns and barriers

“What do you think will be difficult for you?”

“What concerns do you have about making this treatment work for you?”

- Validate ideas and feelings.
- Do not dismiss or promise to fix.
- Agree to support client's efforts (if applicable).

4. Elicit client's confidence and strengths

“What gives you the courage to start this treatment?”

“Tell me about something in the past you have succeeded at and how you did it.”

“What are you good at that will help you get the most out of this treatment?”

“How will you be able to make this program work for you?”

- Encourage client to elaborate
“That's interesting. Tell me more about that.”
Repeat or paraphrase client's strengths using reflections.

5. Summarize 2, 3, and 4

- Reasons for treatment
- Concerns or barriers
- Confidence, strengths, resources

6. Assess for, and elicit commitment from, client

- Key Question : *What are you willing to commit to at this point?*

If willing, help client develop:

Specific, measurable, realistic, time-bound commitment

If not willing:

Reflect and validate client's viewpoint.

What is next step for you for dealing with your issues?

MI as a Precursor Worksheet - Employment

7. Briefly discuss place of employment and job duty

Elicit – *What do you already know about working in the role of _____ at _____?*

Provide – *Can I tell you some more things that you may find interesting?*

Elicit – *What do you think about that additional information?*

8. Elicit employee's reasons for working at this job

“What are your personal goals while you are this job?”

“What else do you hope to get out of this job?”

“How would you know if you were satisfied with the job?”

“How is this job related to your long-term career goals?”

“How do you hope to grow while you are here?”

- Encourage employee to elaborate about his/her reasons:
“That’s interesting. Tell me more about that.”
Repeat or paraphrase employee’s reasons using reflections.

9. Elicit employee's concerns and barriers

“What do you think will be difficult for you?”

“What concerns do you have about being successful and satisfied at this job?”

- Validate ideas and feelings.
- Do not dismiss or promise to fix.
- Agree to support employee’s efforts (if applicable).

10. Elicit employee's confidence, strengths, and resources

“Why do you think you would be good at this job?”

“Tell me about something challenging you had to learn, and how you learned it.”

“What are you already good at that will help you succeed at this job?”

“Which resources could you access, if you needed help with your job?”

- Encourage employee to elaborate:
“That’s interesting. Tell me more about that.”
Repeat or paraphrase employee’s strengths using reflections.

11. Summarize 2, 3, and 4

- Reasons for employment
- Concerns or barriers
- Confidence, strengths, resources

12. Assess for, and elicit commitment from, client:

- Key Question : *What are you willing to commit to at this point?*

If willing, help to develop:

specific, measurable, realistic, and time-bound commitment

If not willing:

What is next step for you?