



# Motivational Interactions

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# What motivates people to change?

- Rewards
- Punishments / Consequences
- Education / Learning
- Interactions with others\*
- Mandates / Laws
- Goals
- Values
- Spiritual



# Why do people not change?

- Unaware
- Not important
- Not willing
- Not capable
- Not ready / Timing
- Mixed feelings / Indecisive
- Stuck in patterns
- Actively oppose change



# How do interactions with others influence change?

- What can we learn from our own experiences?
- What motivates us?

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# Persuasion Exercise

- Pairs
- Each person consider a change would like to make, but has not yet made
  - Something willing to share in training
- Experiential Real Play
  - Follow instructions

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# Instructions for First Interaction: Persuasion

- Explain *your reasons* why you think the person should make the change, from your point of view
- List 3 benefits to the person of making this change
- Tell the participant *how* to change – be specific and detailed with plans of what to do.
- Emphasize how *important* it is for person to make the change, what will happen if person does not change.
- Tell the person to do it!

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# Instructions for Second Interaction: MI

- “Why would you want to make this change?”
- “How might you go about it, in order to succeed?”
- “What are the 3 best reasons for you to do it?”
- Summarize what you heard
- Ask, “What will you do next?”



# History of Motivational Interviewing (MI)

- Since the 1980s with alcoholism
- Alternative to confrontational approach
- Added to additional treatments
- Based on multiple theories
  - Focus on person's motivations
  - Internal responsibility for change
  - Reduce reactance



# What is MI?

- Communication strategies
  - Collaborative
  - Person-centered
  - Guiding / Directive
  - Builds motivation
- "...it is fundamentally a way of being with and for people--a facilitative approach to communication that evokes natural change."

--Miller & Rollnick, 2002



# What MI is NOT:

- A replacement for:
  - Other motivational strategies
  - Institutional policies
- Assessment strategy
- Panacea
- Easy or quick to learn
- Tied to stages of change model
- Rogerian therapy or supportive counseling



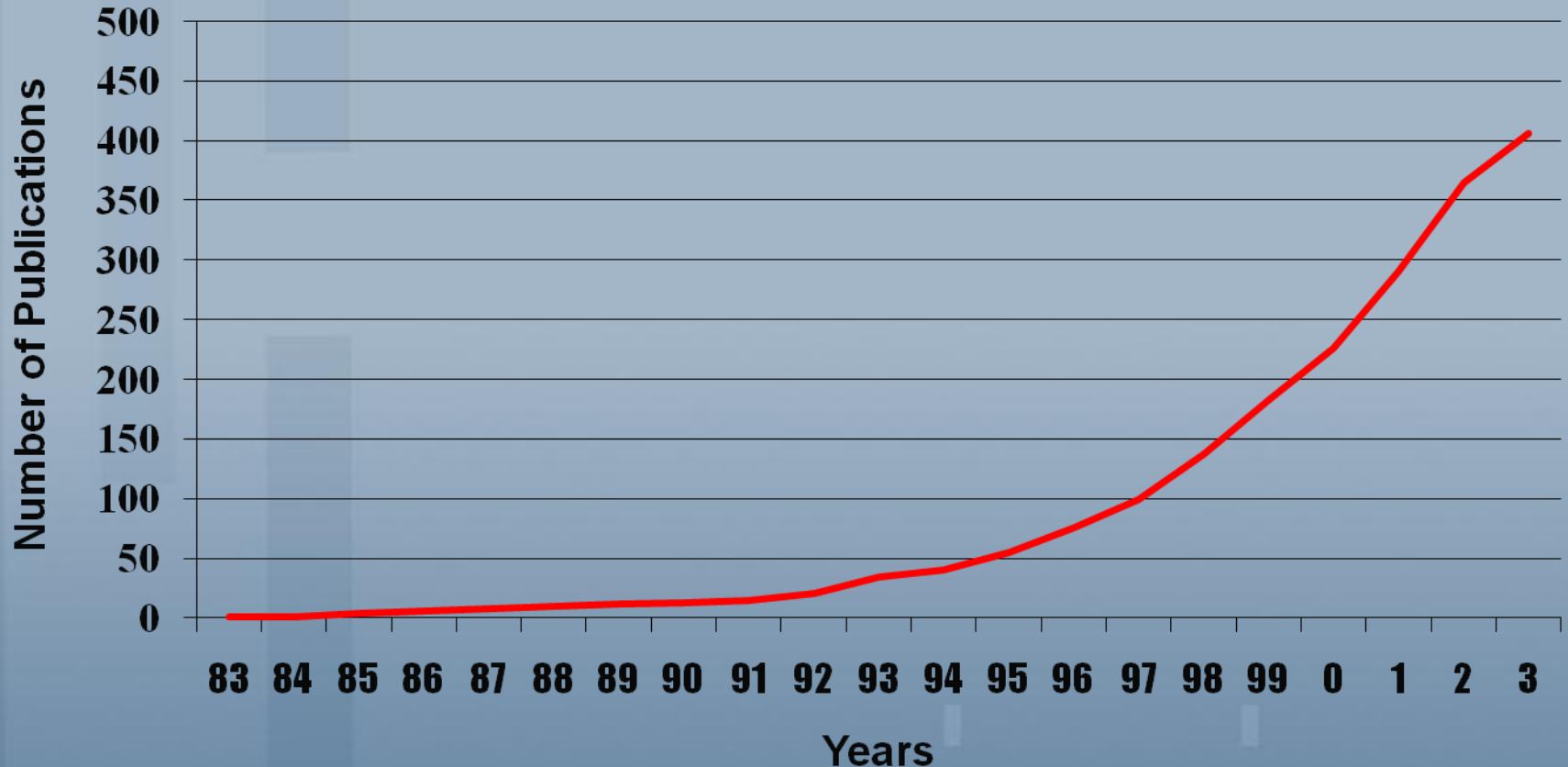
# Why be interested in MI?

Research showing improved outcomes with:

- Addictions
- Gambling, diet, & exercise
- Medication adherence
- Co-occurring mental disorders
- Homeless teens
- Correctional settings

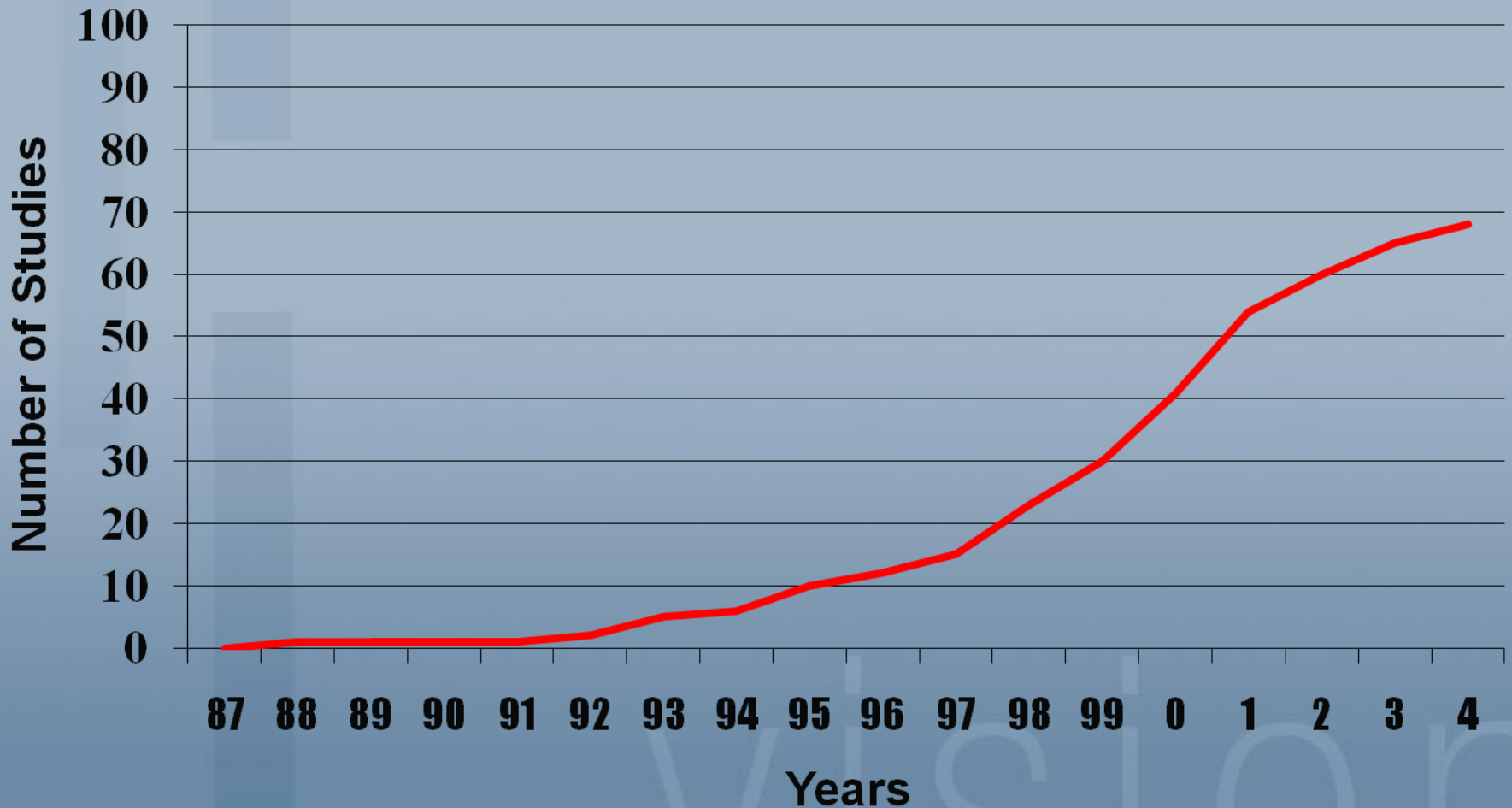


# Number of MI Publications



Source: [www.motivationalinterview.org/library/biblio.html](http://www.motivationalinterview.org/library/biblio.html)

# MI Outcome Trials



Source: [www.motivationalinterview.org/library/biblio.html](http://www.motivationalinterview.org/library/biblio.html)



# Types of Comparisons

- MI vs. Specified Treatment (25)
- MI vs. Treatment as Usual (6)
- MI vs No Treatment / Placebo (21)
- MI added to Specified Treatment (7)
- MI added to Treatment as Usual (5)
- Mixed Designs (6)

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# Where was MI evaluated?


- Outpatient clinics (15)
- Inpatient facilities (11)
- Educational settings (6)
- Community organizations (5)
- G.P. offices (5)
- Prenatal clinics (3)
- Emergency rooms (2)
- Halfway house (2)
- EAP
- Telephone (3)
- In home (1)
- Prisons, Jails (2)
- Mixed (7)
- Unspecified (8)



## Samples Characteristics (N = 14,267)

- N = 21 to 952                      Mean = 198
- Males = 54.8%                      Range = 0 to 100%
- Mean Age = 34                      Range = 16 to 62
- Ethnic minorities:                      43% (N = 37)

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# Summary of Outcome Findings

Robust and enduring effects when MI is added to interventions:

- MI increases retention
- MI increases adherence
- MI increases staff-perceived motivation

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# Other Reasons for Use of MI

- Can be brief
- Works well with other approaches
- Strategies for persons:
  - High levels of resistance
  - High levels of anger
  - Entrenched in patterns
- MI implemented across U.S. corrections
- Reduces staff burnout

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# Audience check in

- Questions
- Comments



# Elements of MI





# Principles of MI

1. ***Express Empathy***
2. ***Roll with Resistance***
3. ***Develop Discrepancy***
4. ***Support Self-Efficacy***

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# Spirit of MI

- **Autonomy..... vs. Authority**
- **Collaboration.... vs. Confrontation**
- **Evocation..... vs. Education**

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# Person-Centered Communication (OARS)

- Open-ended questions
- Affirmations
- Reflective listening
- Summaries

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# Barriers to Person-Centered Communication

- Ordering, directing, or commanding
- Warning or threatening
- Giving advice prematurely
- Persuading with logic, arguing, lecturing
- Moralizing, preaching, telling clients their duty
- Judging, criticizing, disagreeing, blaming
- Agreeing, approving, praising
- Shaming, ridiculing, name calling
- Interpreting, analyzing

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# Eliciting Change Talk

## DARN-CAT

- **Desires**
- **Abilities**
- **Reasons**
- **Needs**
  
- **Commitments**
- **Activation**
- **Taking steps**



# Responding to Change Talk & Negotiating Change Plan

I'm not really sure I can do what you asked me to do. I've made some progress last week, but then I slip back to my own patterns. I keep telling myself I need to get this done to stay on track, but then I don't do it. I know I'd feel better if I could get this burden off my back. And, my husband would quit nagging me. It just seems like I don't have the time. I'll try to do better this week.



# MI Steps

**Engagement**

- Role Clarity
- Build Trust

**Agenda Setting**

- Target Behavior
- “What’s on your mind?”

**Explore Ambivalence**

- “Tell me about your struggle”

**Evoke DARN Talk**

- “Pros of change; cons of status quo?”

**Evoke Commitment**

- RECAP all change talk
- “Where does that leave you?”

**Evoke Menu of Options**

- “What are your options?”

**Negotiate Plan**

- “What might be some first steps?”
- Evoke commitment

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# Audience check in

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# Learning MI

- MI is a performance skill.
- Learning MI is an ongoing process of skill development:
  - Knowledge
  - Practice
  - Feedback and Coaching

[www.motivationalinterview.org](http://www.motivationalinterview.org)



# Eight Stages of Learning MI

1. The Spirit of Motivational Interviewing
2. OARS Skills
3. Eliciting Change Talk
4. Reinforcing Change Talk
5. Rolling with Resistance
6. Developing a Change Plan
7. Consolidating Commitment
8. Using MI with Other Methods

(Miller & Moyers, 2006)



# Audience check in

- Questions
- Comments
  
- Additional exercise
  - Guiding
  - Five chair exercise

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# References

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