

# Motivational Interviewing

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## Biography

***Stephen R. Andrew, LCSW, LADC, CCS, CGP***

Consultant, Trainer, Author. Chief Energizing Officer of Health Education Training Institute. Stephen is the former substance abuse counselor for a public school system, the former Executive Director of an adolescent prevention/ treatment agency, and founder of a recovery camp for adults. He is the co-founder of the Men's Resource Center of Southern Maine – the mission is to support boys, men and fathers and oppose violence. Stephen maintains a compassion-focused private practice in Portland, Maine and facilitates a variety of groups for men, co-ed, couple and caregiver. He also presents workshops internationally for health-care, criminal justice, social service agencies, substance abuse treatment agencies on motivational interviewing, adolescents and adults & addiction, dual diagnosis, men's issues and group work. Stephen with his two friends authored: **Game Plan: a Man's Guide to Emotional Fitness**. He is a member of M.I.N.T. (Motivational Interviewing Network of Trainers) since 2003. Stephen lives with his sweet wife, Hilary, and is a proud father of an fifteen year old boy, Sebastian in Portland Maine USA.

# *Guidelines for the Training*

- **Ask lots of questions..**
- **Be critical of everything what is being said...**
- **Be mindful of each other. **Be kind ...****

## **Attitudes:**

**“What the Heck !!”** Jump into the experience..

**Make Mistakes, “OOPS!”**

- **Confidentiality, make the training your experience**
- **Please resist the “fixing” impulse...**

# What does motivate people?

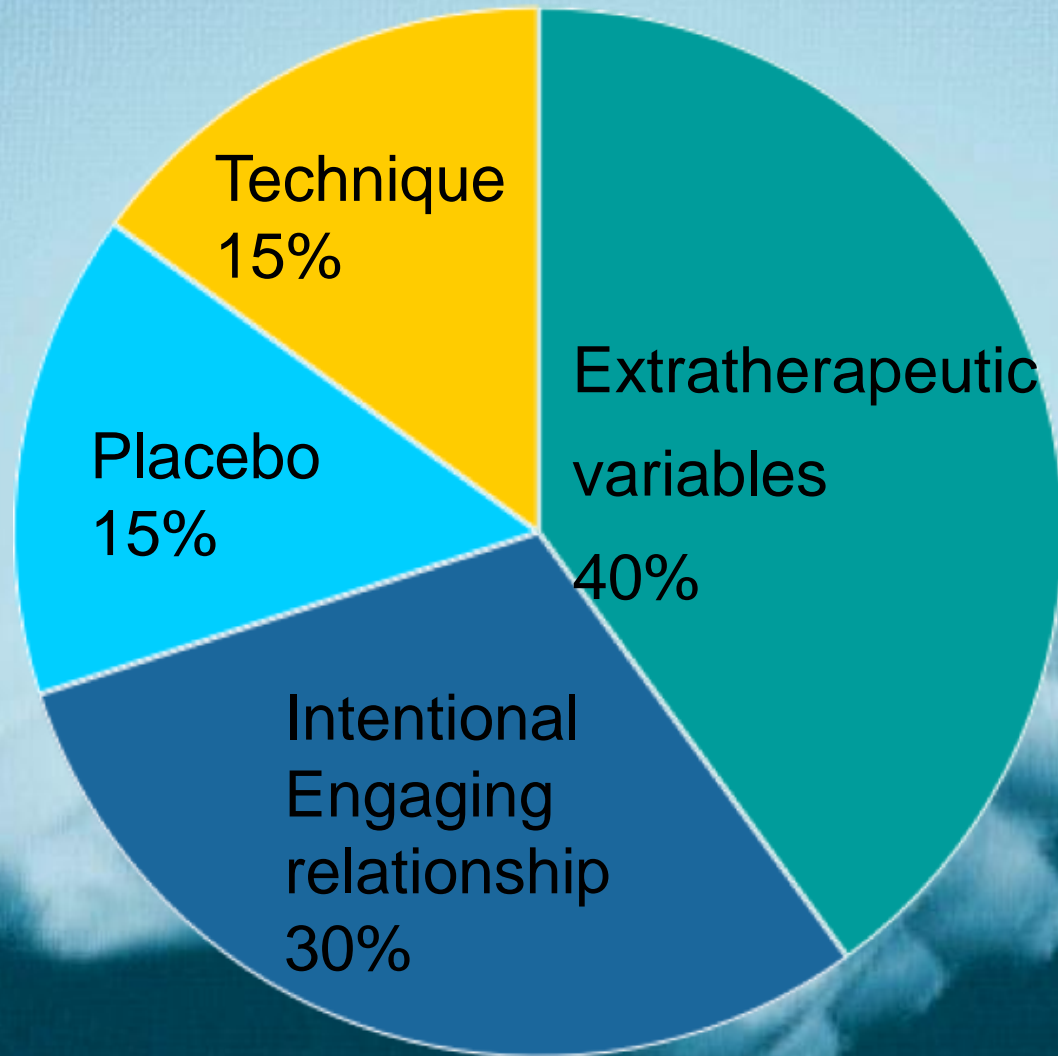
**Change agent (e.g., supervisor, teacher, coach, counselor, relative, clergy person) who had a**

***“major positive influence”***

***What were their characteristics?***

- List behaviors**
- What did they do?**

# Factors that influence outcome



# MOTIVATIONAL INTERVIEWING

## DEFINITION & SPIRIT



### DEFINITION:

**Motivational interviewing is a collaborative, person-centered, evidence-based, guiding method of communication for enhancing and strengthening intrinsic motivation for change.**

**SPIRIT: *Collaboration; autonomy; empathy; evocation; compassion....***

# Definition of Listening...

Presence, Interest & Curiosity...

- Focusing all of one's purpose, attention, and energy on understanding what the *person's* message *means* to the *them.. Empathy*
- Focus: What is the *person* experiencing now?
- Hearing what *person* is NOT saying..

# Presence ...LISTEN well...

~ Undivided Attention.

~ Listen with your “soft” eyes, ears and your heart ... **Silence...**



Deep Interest in...empathic reflection...



heard & believed.



respectful & compassion.



Reflect....**YOU...**



**Dash of... Curiosity.... open**

?



# Motivational Interviewing

- Assumes motivation is fluid and can be positively influenced.
- Motivation influenced in the context of a relationship.
- Principle task – to guide conversation towards eliciting motivation for change.
- Goal – to influence change *in the direction of* health.
- **Do you believe that people have a self - determination towards “health?”**

You're a failure!  
You're wasting  
your life!  
You'll never  
amount to  
anything!

It's a motivational  
technique I learn-  
ed growing up.



SIPRESS



**POWER & CONTROL  
TO LOVE AND TO BE LOVED  
CAPABLE  
CONNECTION**

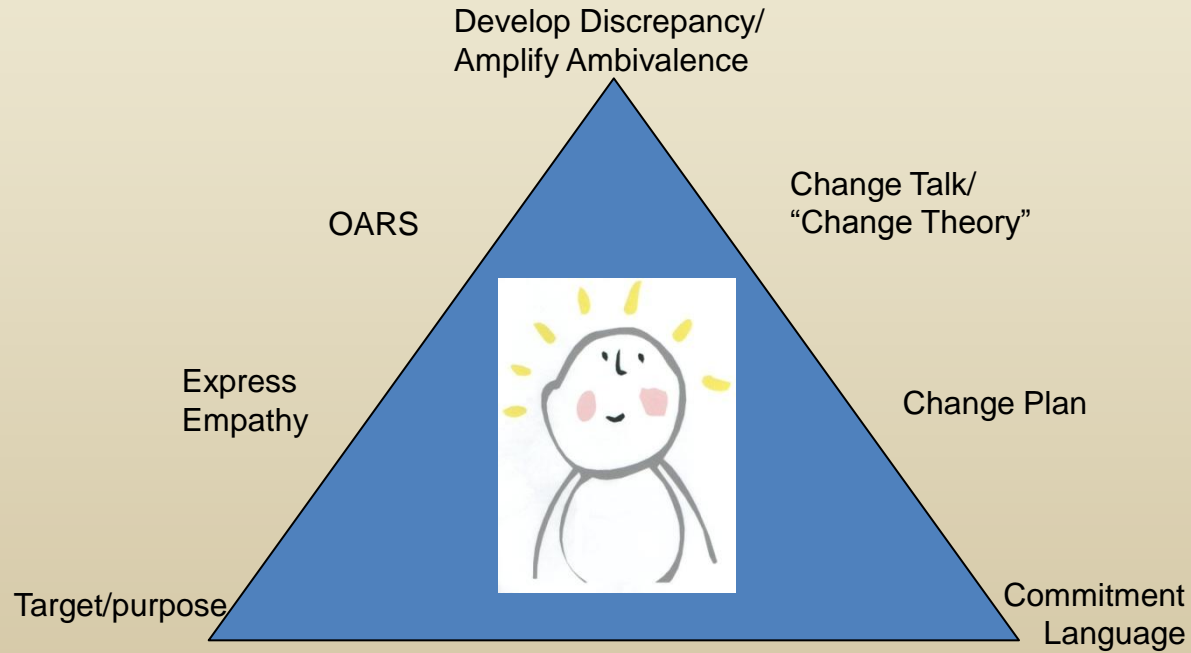
# UNDERLYING ASSUMPTIONS

“the spirit”

- ♥ **Autonomy/Choice**
- ♥ **Less is better**
- ♥ **Elicit versus Impart**
- ♥ **Hope (Michelangelo Belief)**
- ♥ **Ambivalence is normal**
- ♥ **Non-judgmental**
- ♥ **Change talk**
- ♥ **Righting reflex**
- ♥ **Compassion**

# Process of a Conversation

## *“the structure”*



# Processes

## 1. **ENGAGE..** *Express Accurate Empathy*

(radical acceptance, compassion-understands the person's competent world view)

## 2. **HEIGHTEN AMBIVALENCE..**

*Develop the Discrepancy.*

(Change is motivated by perceived conflict present behavior and desired intentions,dreams)

## 3. **EMPOWERMENT..** *Support Self-Efficacy*

(worker believes in and listens for change talk and/or commitment language)

**Stay focused on the target issue....**



# “To hold the right position is to let go of the relationship”

- Express Accurate Empathy
- Amplify Ambivalence
- Avoid Arguments, the “Right” position
- Support Self-efficacy-*EMPOWER*
- Roll Resistance/ Status Quo-*REFLECT*



# OARS

## “the skills”

- **O:** open-ended questions,
- **A:** affirm, notice the strengths of the person, see the motivation in what they do...hear their values, affirm specific behaviors,
- **R:** reflection, use empathy, simple and complex,
- **S:** summarize (begin, transition and end)...



**Change Talk:**

**DARN**

**desire, ability,  
reason, need...**

**ACT**

**Action, Commitment,  
Taking Steps...**

# Levels of Empathic Reflection



- ☆ REPEAT (*simple reflections*)  
(restate what the person has said)
  - ☆ REPHRASE (synonym)
- 

## *Complex Reflections*

- ☆ PARAPHRASE, infer meaning, *amplify* concepts & values, *double-sided*, continue paragraph, metaphor, *affective*
- ☆ SUMMARIZE  
(gather & reflect the person utterances)



# Thank You!

*One thing you liked...*

*One thing you relearned...*

*One thing you learned...*

*One thing you are willing to try...*

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