

# How to Increase Motivation

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# What Is Motivation? (Or Lack of Motivation?)

- A personality trait?

# What Is Motivation? (Or Lack of Motivation?)

- A result of a confrontational counseling style
- Ambivalence is normal
- The probability that a person will enter into, continue, and adhere to a specific change strategy
- A state of readiness to change





# Ready, Willing, and Able

- Willing: The Importance of Change
- Able: Confidence for Change
- Ready: A Matter of Priorities

# Importance and Confidence

- Unwilling and Unable (Low/Low)
- Unwilling though Able (Low/High)
- Willing but Unable (High/Low)
- Willing and Able (High/High)



*Willing, Able but not Ready*



# Readiness: A “Quick” Version

“On a scale from 1 to 10...”

- “...How *important* is it for you right now to...?”
  - “Why did you say 3 and not 0?”
  - “What would it take to get you from 3 to 6?”
- “If you did decide to change, how *confident* are you that you would succeed?”
- “You’ve decided to change, and think you could succeed--When will you do it?”

# A way to counsel to increase motivation?

- Motivational interviewing is a directive, client-centered counseling style for eliciting behavior change by helping clients to explore and resolve ambivalence.
- Accurate empathy is a key skill
- “Spirit” of MI: collaboration (partnership), evocation (listening and eliciting), autonomy (ability to choose)

# Principles of Motivational Interviewing (DARES)

- Develop Discrepancy
- Avoid Argumentation
- Roll with Resistance
- Express Empathy
- Support Self-efficacy

# Develop Discrepancy

- Change is motivated by a perceived discrepancy between present behavior and important personal goals or values
- The person rather than the counselor should present the arguments for change

# Avoid Argumentation

- Arguing is not listening
- Arguing is counterproductive
- Arguing leads the patient to take the other side
- Arguing causes resistance

# Roll with Resistance

- The person is a primary resource in finding answers and solutions
- Avoid arguing for change
- Resistance is not directly opposed
- New perspectives are invited, not imposed
- Resistance is a signal to respond differently

# Express Empathy

- Acceptance facilitates change
- Skillful reflective listening is fundamental
- Ambivalence is normal

# Support Self-Efficacy

- A person's belief in the possibility of change is an important motivator
- The person, not the counselor, is responsible for choosing and carrying out change
- The counselor's own belief in the person's ability to change becomes a self-fulfilling prophecy



# Roadmap of a Motivational Interview

- Building motivation for change (Part I)
  - Enhancing alliance and autonomy
- Negotiating change and strengthening commitment (Part II)
  - Providing information while creating dialogue

# Five Early Methods

1. Ask Open Questions
2. Listen Reflectively
3. Affirm
4. Summarize
5. Elicit Change Talk

# Change Talk

## Self-Motivating Speech

- Disadvantages of Status Quo
- Advantages of Change
- Optimism for Change
- Intention to Change

# Change Talk

## DARN-C

- Desire
- Ability
- Reasons
- Need
- **Commitment**

# Reflective Listening

- SIMPLE (repeat, rephrase)
- PARAPHRASE (infers meaning)
- REFLECT FEELING (emphasizes underlying emotion)
- Variations: Amplified, Double-sided

# Strengthening Commitment

- Recapitulation
- Key Question
- Advice
- Negotiate a plan
- “Endgame” (elicit commitment)

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