

Clinical Addiction Research and Education

Helping People Change

Richard Saitz MD, MPH, FACP, FASAM

Chair, Department of Community Health Sciences
Professor of Community Health Sciences and Medicine
Boston University Schools of Medicine & Public Health

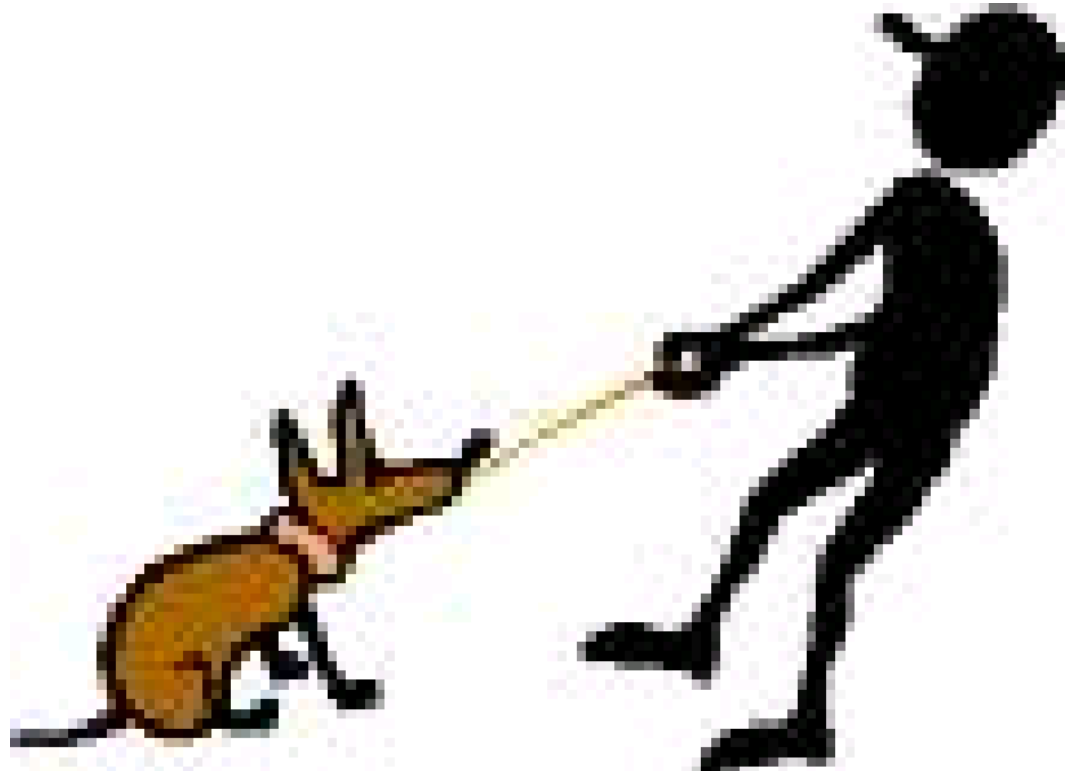


School of Medicine
School of Public Health

Boston Medical Center is the primary teaching affiliate
of the Boston University School of Medicine.

WHAT IS MOTIVATION? (OR LACK OF MOTIVATION?)

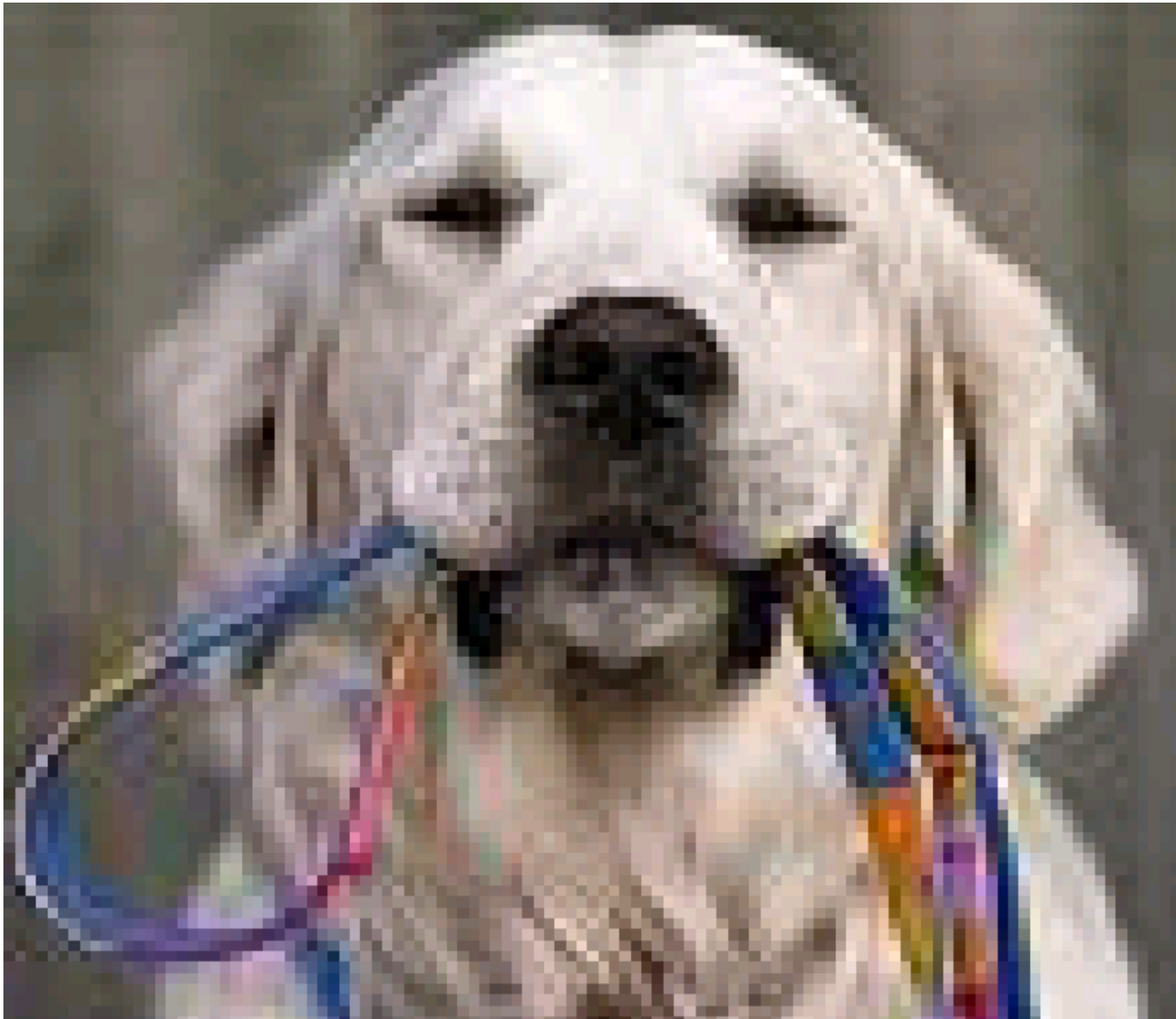
- A personality trait?



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

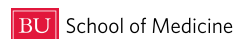
“On a scale from 1 to 10...”

- “...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)

Rollnick, S., & Miller, W. R. What is motivational interviewing? Behavioural and Cognitive Psychotherapy. 1995;23:325-334.



NOTE RE: MOTIVATIONAL INTERVIEWING

- In medical practice, usually brief motivational counseling (brief advice or intervention) informed by motivational interviewing skills

PRINCIPLES OF MOTIVATIONAL INTERVIEWING

- Engage (to connect)(empathy, affirmation)
- Focus (prioritize/agree on topic)
- Evoke (discrepancy and change talk)
- Plan

Empathy

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

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

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

MI ROADMAP headings (MI is higher level skill)

Brief intervention tasks (simpler, MI informed)

ASK/ASSESS condition

Feedback with permission

Open-ended questions (include pros and cons
(discrepancy), values, goals)

-Pros and cons

Reflective listening (expresses **empathy**)

Affirm

Readiness to change/Elicit change talk

Summarize and ask key question

-Readiness

Information and advice (with permission—
it's up to you [**responsibility**])

-Advice

Negotiate and commit to goals and a change plan
(if ready)(support **self-efficacy**)

-Goal setting/Menu/Arrange

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