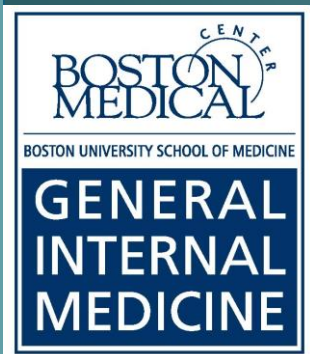


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Helping People Change

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WHAT IS MOTIVATION? (OR LACK OF MOTIVATION?)

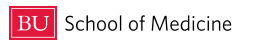
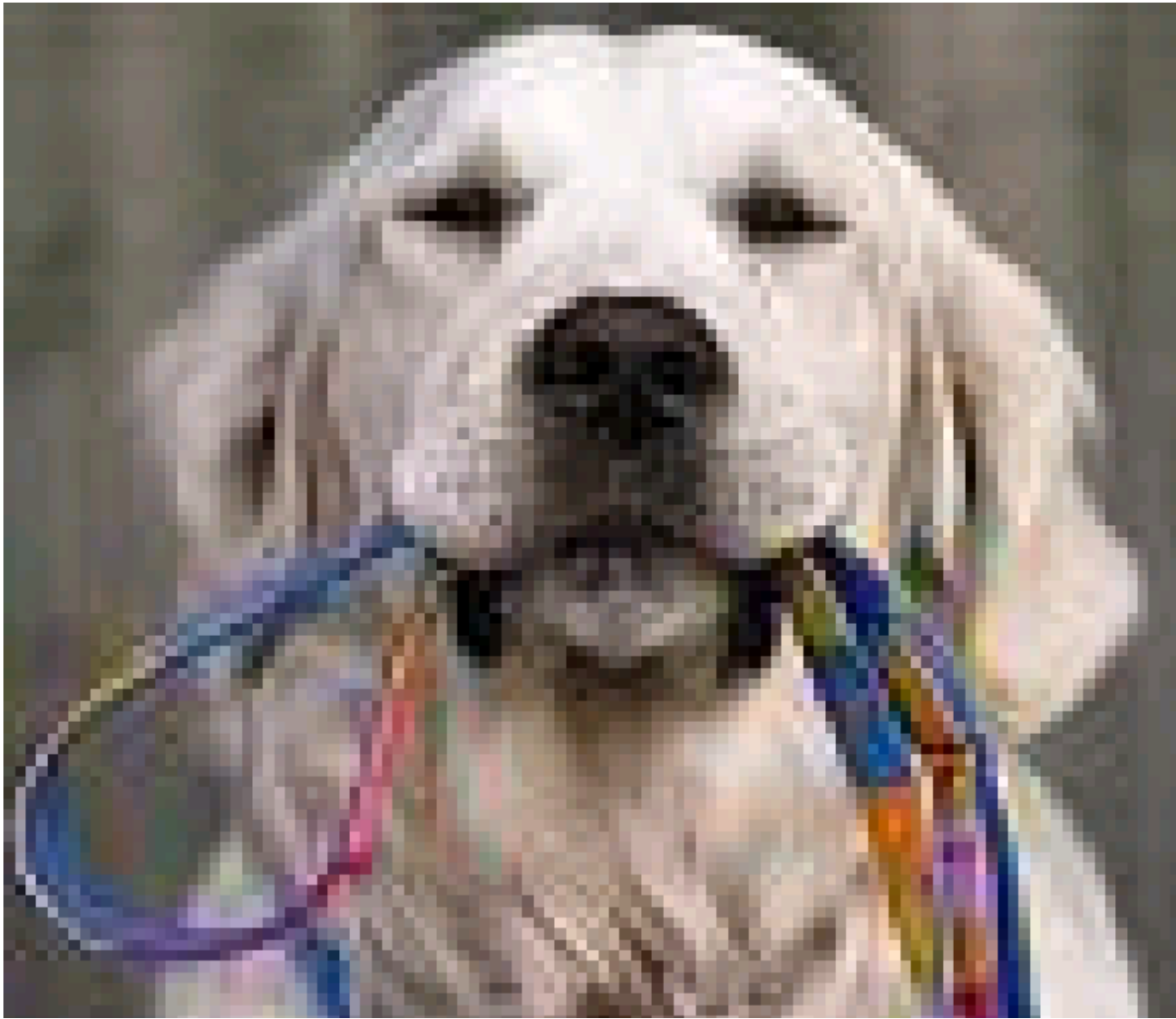
- A personality trait?



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



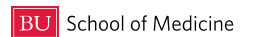
Ready, Willing, and Able

- 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

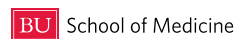
“On a scale from 0 to 10...”

- “...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 [Empathy by Brene Brown](#)
- “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