


MOTIVATIONAL INTERVIEWING

101

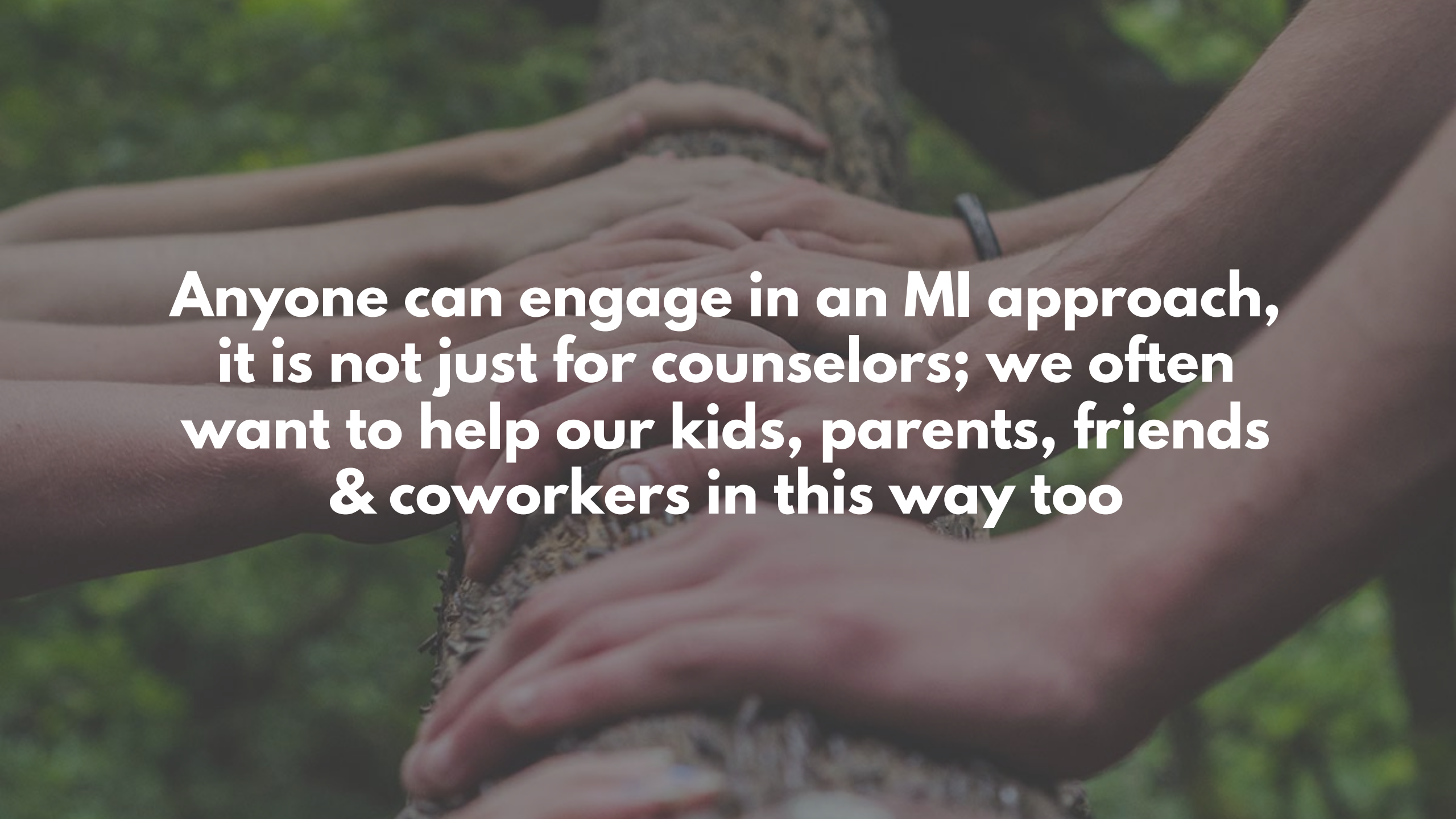
What is Motivational Interviewing (MI)?

A woman with blonde hair, wearing a purple long-sleeved shirt, is speaking and gesturing with her hands. She is looking towards a woman with long brown hair, who is wearing a white shirt and has her back to the camera. The background is a plain, light-colored wall.

While MI is normally defined as a counseling approach, it can be more broadly thought of as a communication approach, as it is just as applicable to our relationships with our friends, family, & ourselves.



**It is often engaged
when we want to
help others make
changes that
would enhance
their wellbeing.**

A close-up photograph of several hands of different skin tones stacked on top of each other in a supportive gesture. The hands are positioned in a way that suggests a group effort or mutual aid. The background is a soft-focus green, likely foliage. The text is overlaid in the center in a bold, white, sans-serif font.

**Anyone can engage in an MI approach,
it is not just for counselors; we often
want to help our kids, parents, friends
& coworkers in this way too**

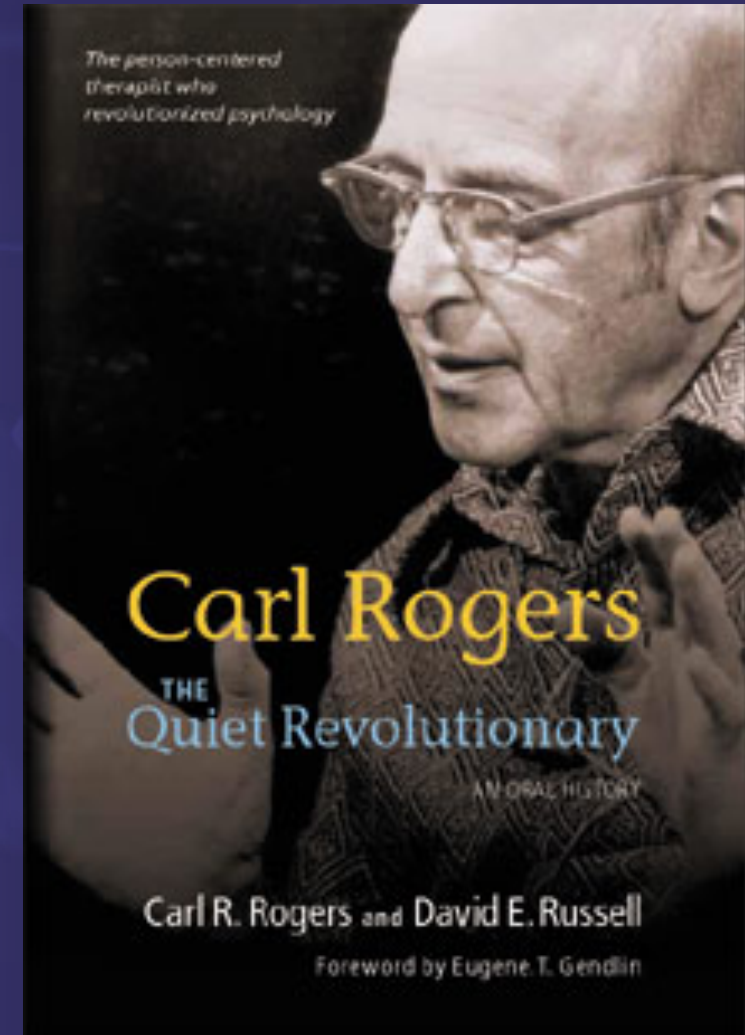
**Where did the
name come from?**

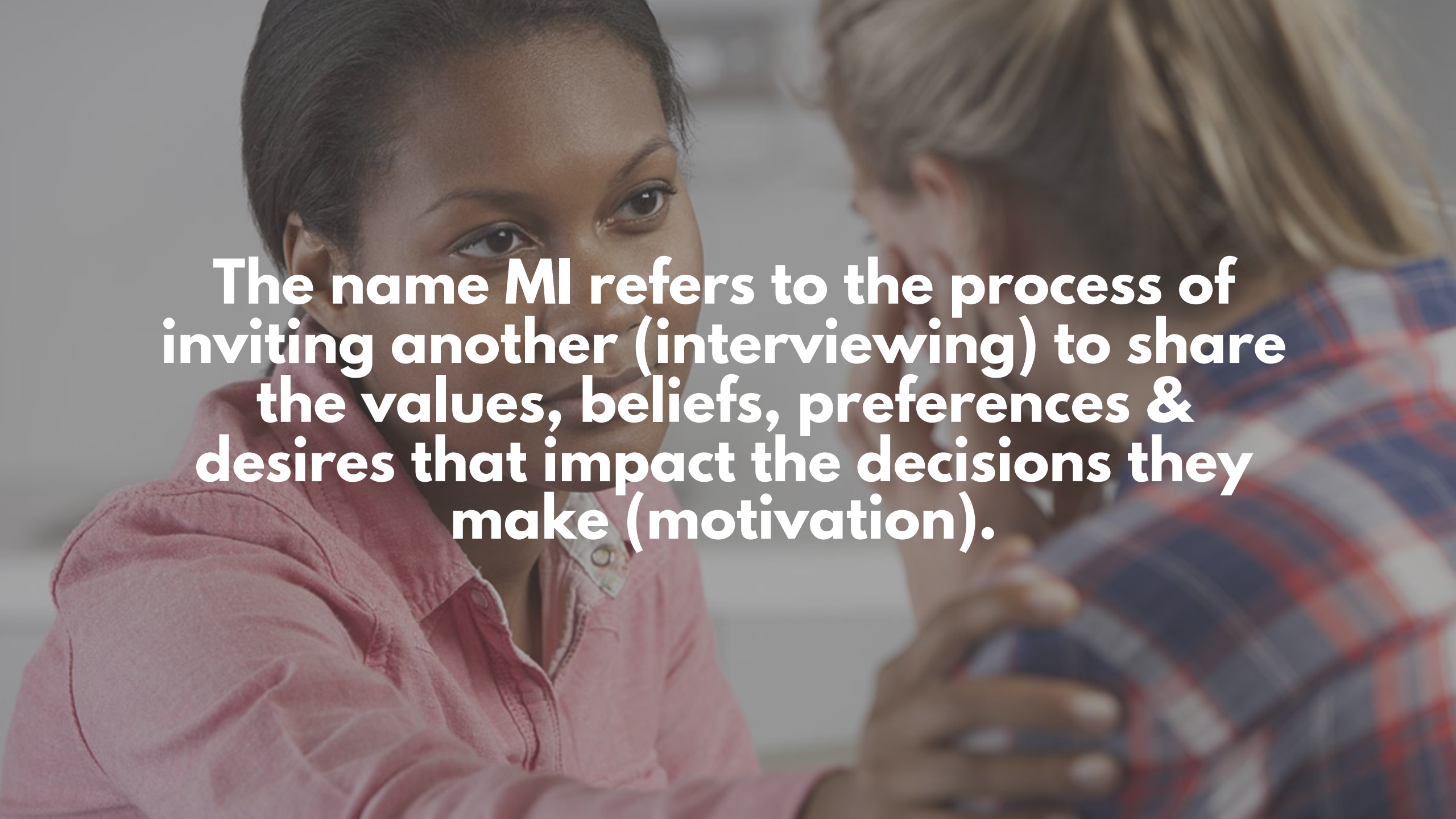


**Motivational
Interviewing**
was originally
developed in
part by...

WILLIAM MILLER &
STEPHEN ROLLNICK

The reason we say
'in part' is because MI
builds on the work
and writings of many
other philosophies
and theories, such as
Carl Rogers.



A photograph of two women sitting and talking. The woman on the left is Black with her hair pulled back, wearing a pink zip-up jacket. The woman on the right is white with blonde hair, wearing a blue and red plaid shirt. They are both looking towards each other in a conversation. The background is a plain, light-colored wall.

The name MI refers to the process of inviting another (interviewing) to share the values, beliefs, preferences & desires that impact the decisions they make (motivation).

**What is the
research?**

— **Over 90**
clinical trials
of MI

Showing its
effectiveness in helping
people make behavior
changes.





MI is trans theoretical, meaning we can engage in an MI approach within any other technique, such as CBT. It is why we can engage it in our daily lives too, outside of work

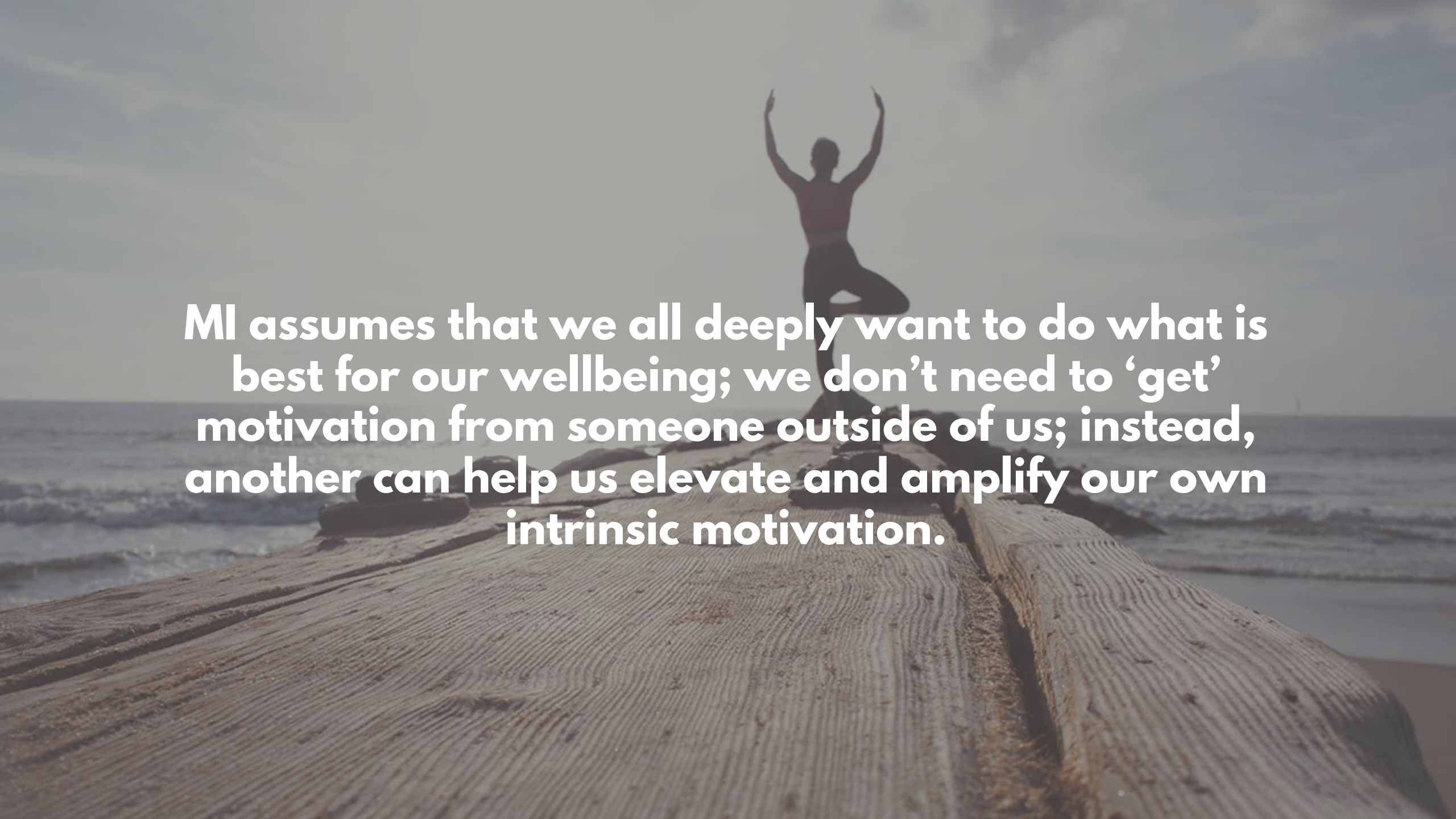


**MI is trans-theoretical,
meaning it is a larger
philosophy and set of
practices that can be
used with any therapy
technique.**

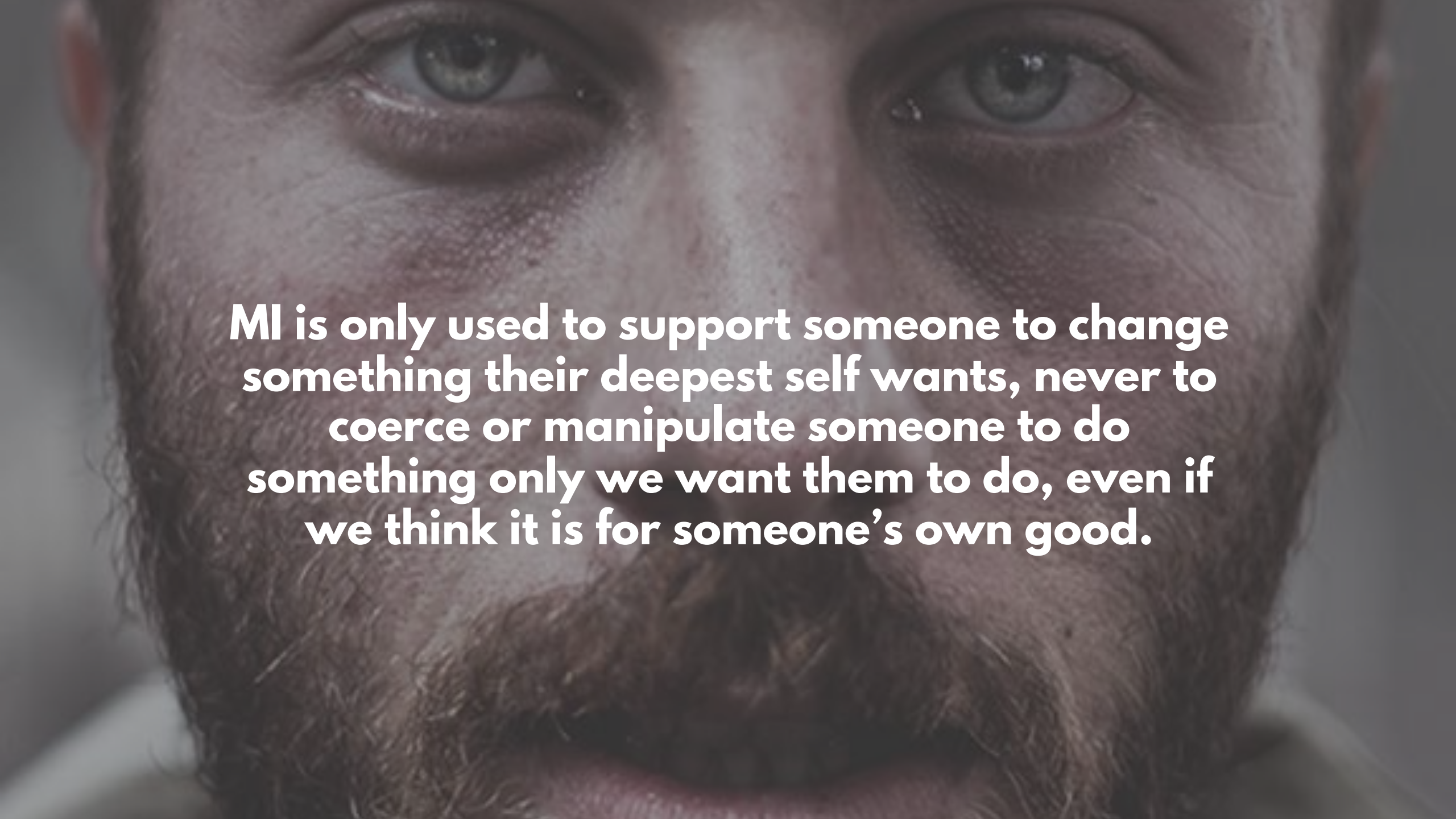
**What is the
spirit of MI?**

The spirit of MI is non-judgmental, & empathic. It is one of walking shoulder to shoulder, as a fellow traveler with another. There is no pushing or pulling to get someone to do something, no expert/patient dichotomies, no sense that one person knows best what the other 'should' do; in fact there is no 'shoulding' in MI.



A person is performing a yoga pose (Tree Pose) on a wooden pier extending into the ocean. The person is silhouetted against a bright, overcast sky. The pier is made of weathered wooden planks, and the ocean waves are visible in the background. The overall mood is serene and contemplative.

MI assumes that we all deeply want to do what is best for our wellbeing; we don't need to 'get' motivation from someone outside of us; instead, another can help us elevate and amplify our own intrinsic motivation.



MI is only used to support someone to change something their deepest self wants, never to coerce or manipulate someone to do something only we want them to do, even if we think it is for someone's own good.

**What are the
core elements?**

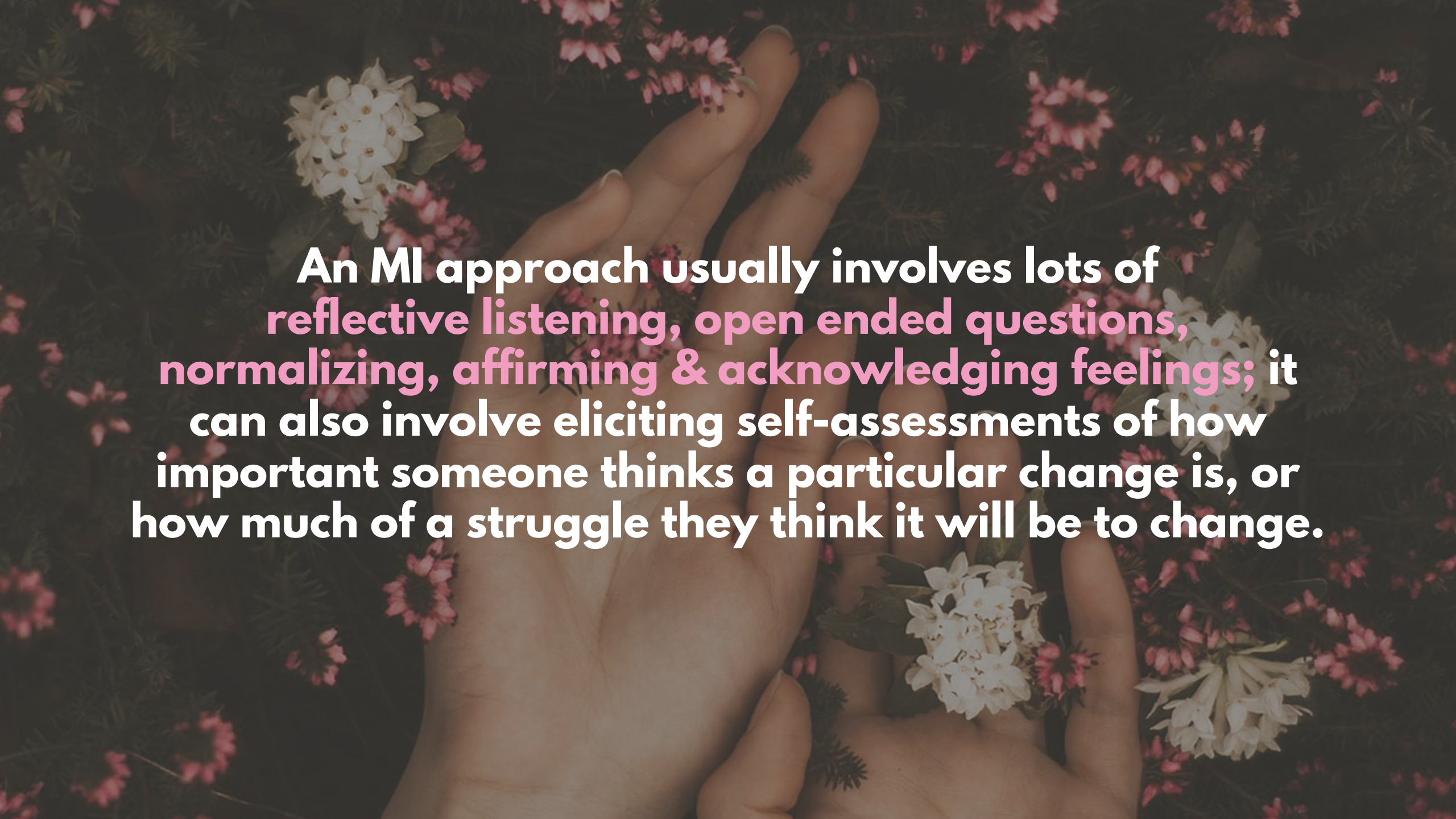
1. Empathic Presence

2. Skilful listening

3. Non-judgmental eliciting of thoughts and feelings, around behavior changes we are struggling with.

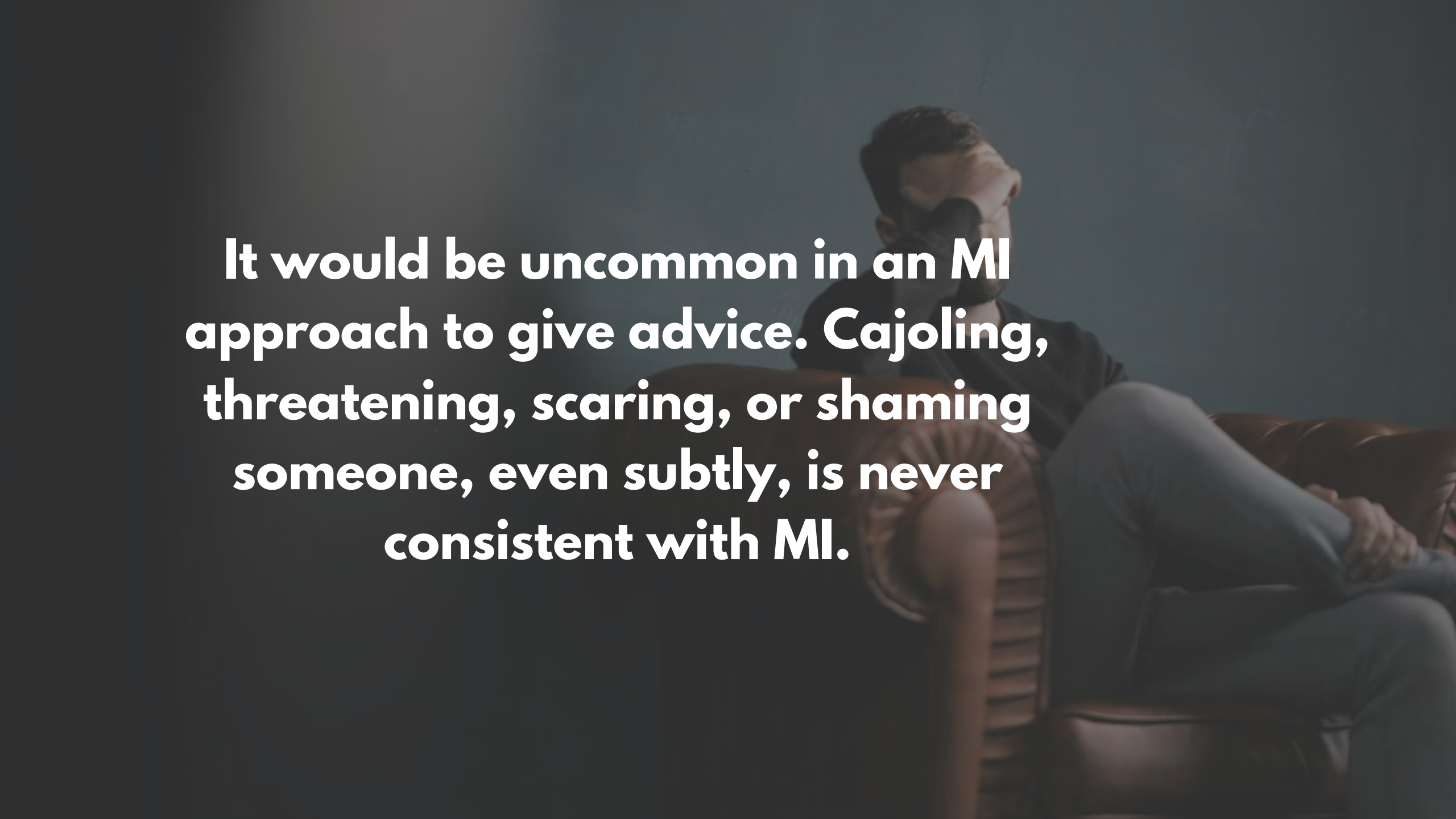


**What are the
main strategies?**

A close-up photograph of a person's hand holding a small bouquet of white flowers. The hand is positioned in the center, with fingers slightly curled around the stems. The background is a dark, textured surface covered with numerous small, pink flowers, creating a soft, bokeh effect. The overall lighting is warm and intimate.

An MI approach usually involves lots of reflective listening, open ended questions, normalizing, affirming & acknowledging feelings; it can also involve eliciting self-assessments of how important someone thinks a particular change is, or how much of a struggle they think it will be to change.

**What does
MI not do?**

A man with short dark hair and a beard is sitting on a brown leather chair, looking upwards and to the right with a thoughtful expression. He is wearing a dark long-sleeved shirt and light blue jeans. The background is a plain, light-colored wall. The text is overlaid on the left side of the image in a bold, white, sans-serif font.

It would be uncommon in an MI approach to give advice. Cajoling, threatening, scaring, or shaming someone, even subtly, is never consistent with MI.

**What is so
hard about it?**

A person with a shocked expression and a bloody hand against a wall. The person has light-colored eyes and is wearing a dark shirt. The background is a light-colored wall with some dark spots. The text is overlaid on the image in a bold, white font.

**Most of us have been
raised with people
trying to get us to do
things through fear**

'If you keep getting grades like this, you'll never get into a good college'

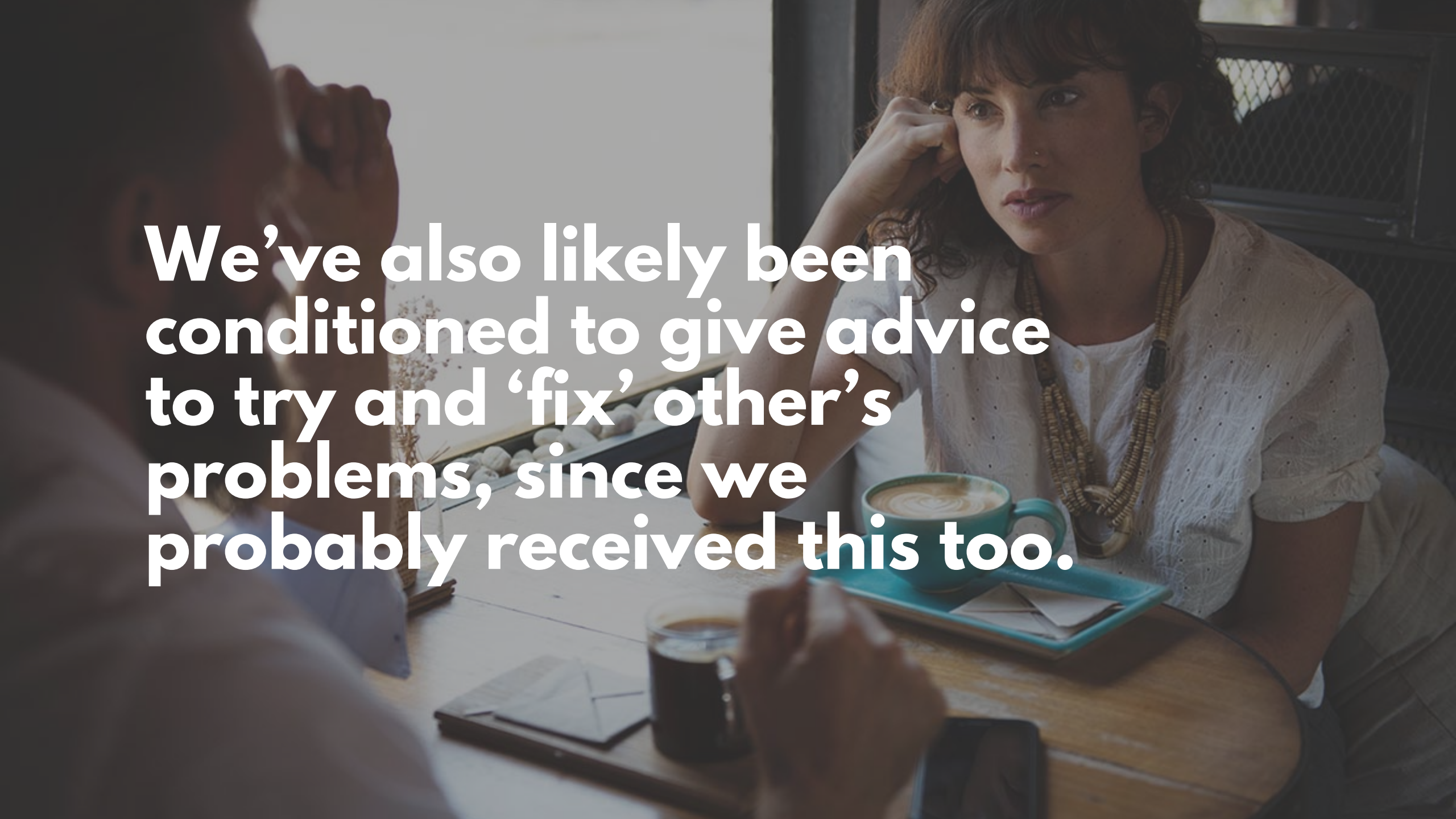
F E A R

'Next time I catch you with pot, you will be grounded for months'

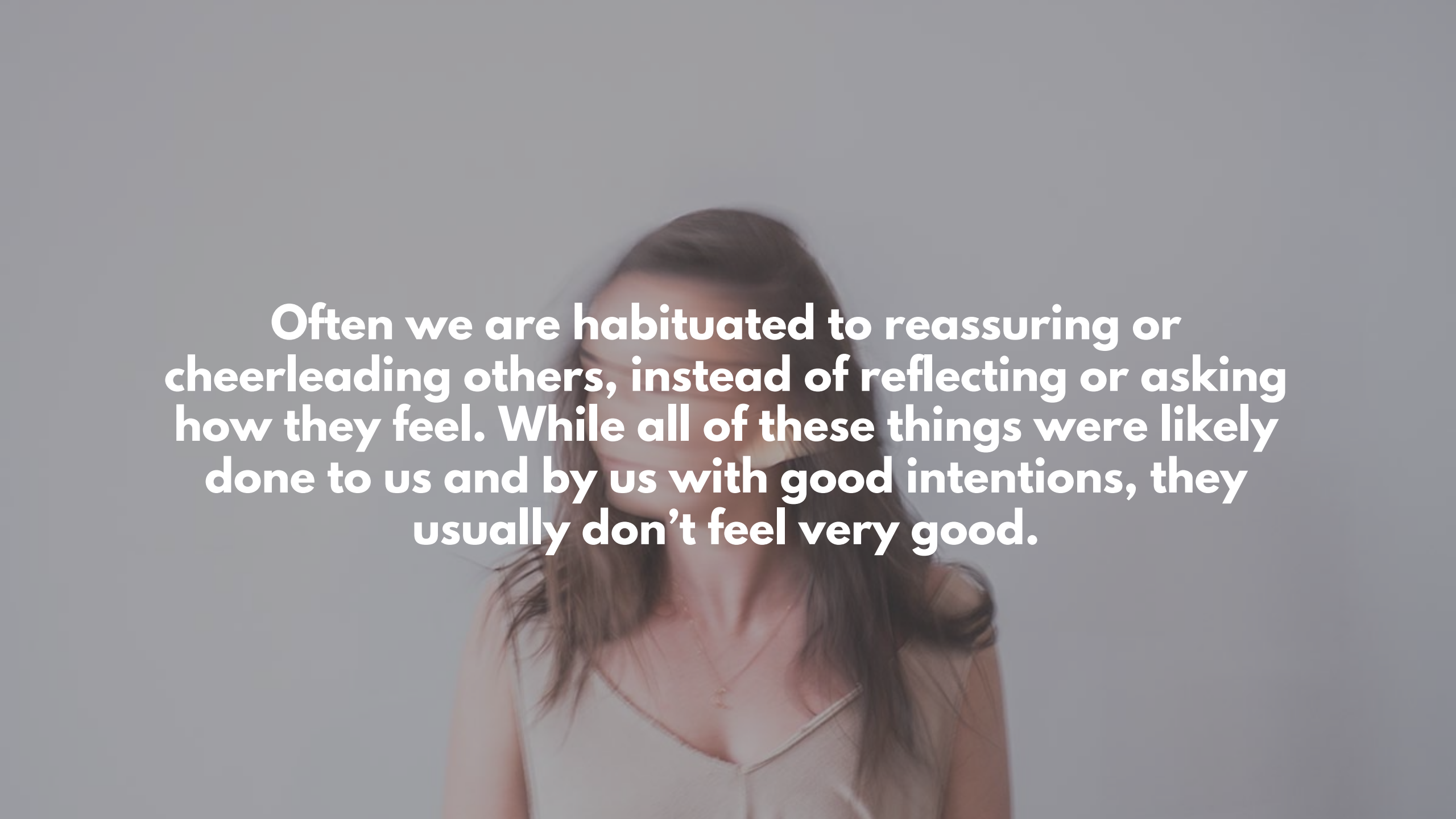
P U N I S H M E N T

'I'm really disappointed in you. I thought you were better than that'

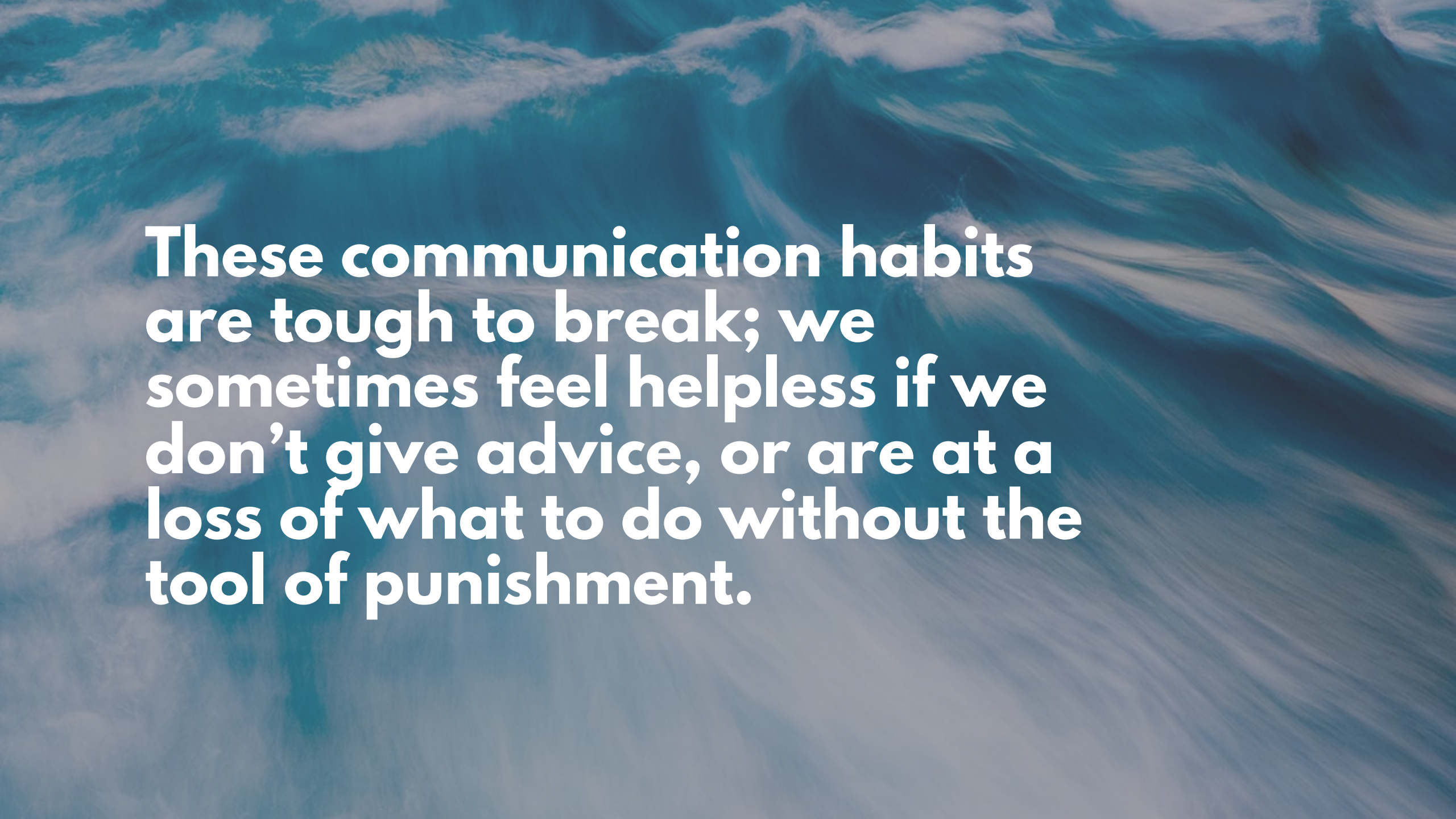
S H A M E

A woman with dark hair and bangs is sitting at a wooden table in a cafe. She is wearing a white short-sleeved blouse and a long necklace. She has a thoughtful expression, resting her chin on her hand. On the table in front of her is a teal coffee cup with a latte on a matching tray. To her left, there is a dark coffee cup and a tray of pastries. The background shows a window and a metal mesh partition.

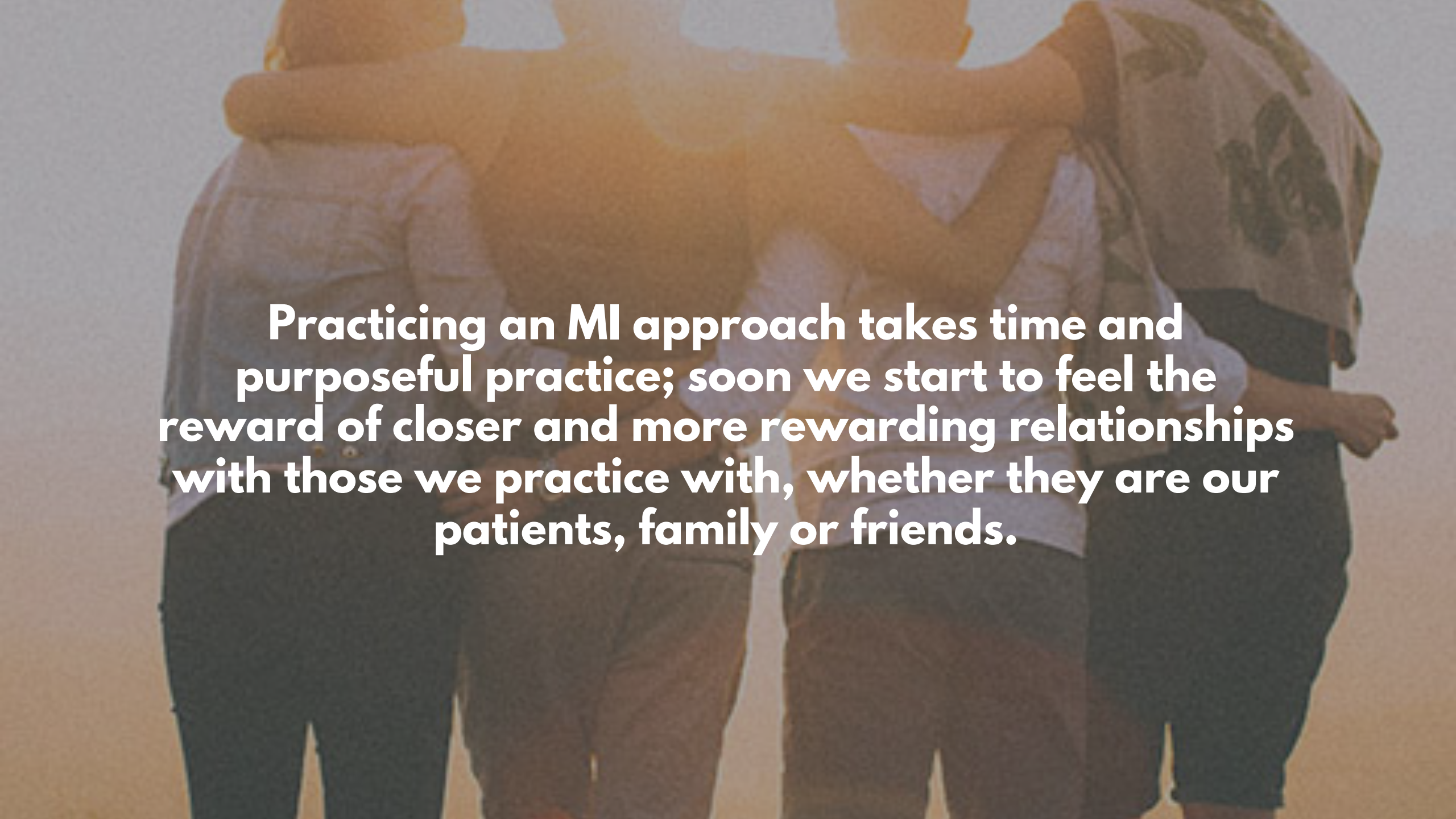
We've also likely been conditioned to give advice to try and 'fix' other's problems, since we probably received this too.



Often we are habituated to reassuring or cheerleading others, instead of reflecting or asking how they feel. While all of these things were likely done to us and by us with good intentions, they usually don't feel very good.

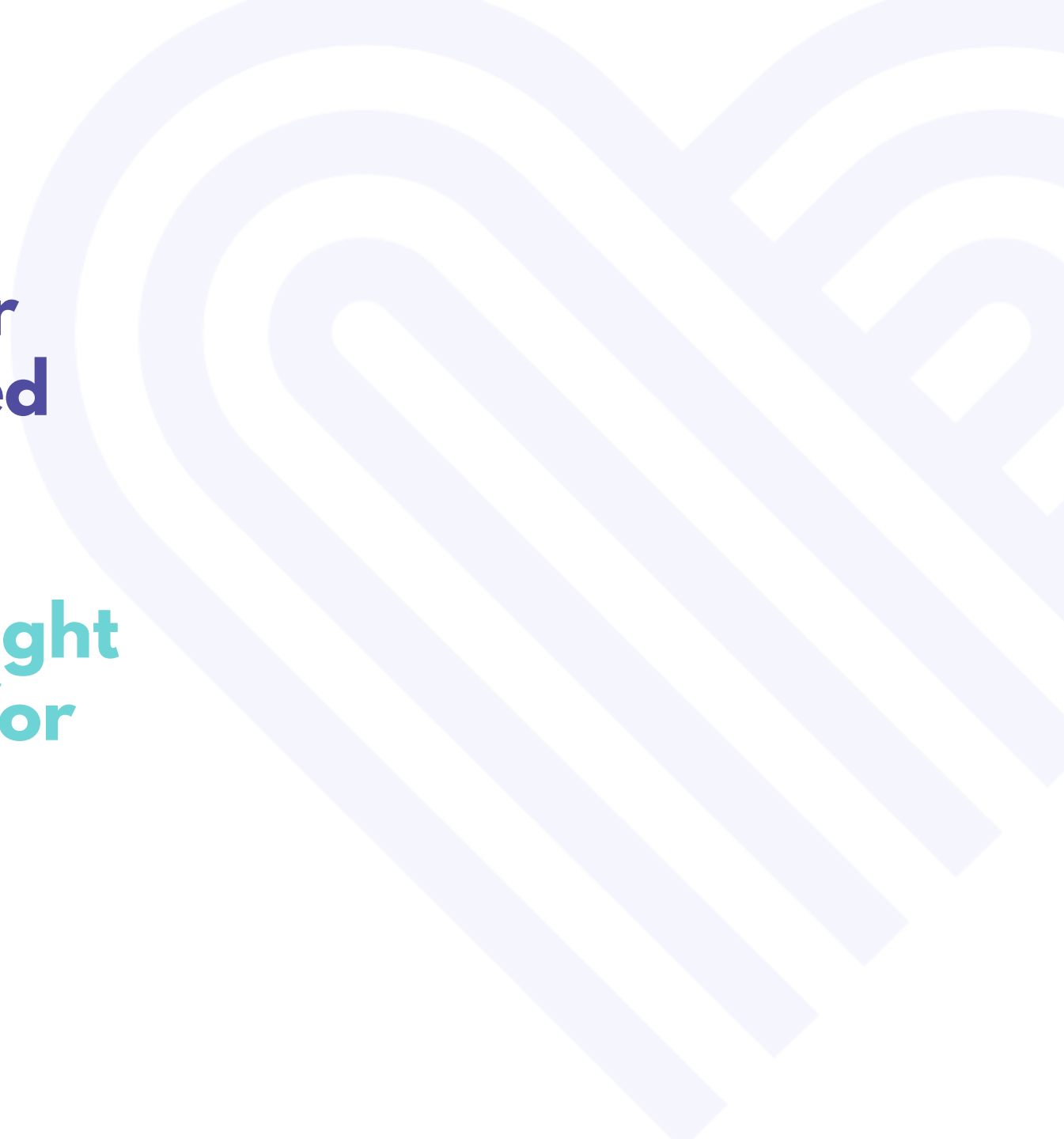
An aerial photograph of the ocean with white-capped waves breaking. The water is a deep blue, and the sky is a lighter, hazy blue. The text is overlaid on the left side of the image.

**These communication habits
are tough to break; we
sometimes feel helpless if we
don't give advice, or are at a
loss of what to do without the
tool of punishment.**

A group of people are shown from the waist up, embracing each other in a warm, golden light. The scene is filled with a sense of connection and support. The text is overlaid on this image.

Practicing an MI approach takes time and purposeful practice; soon we start to feel the reward of closer and more rewarding relationships with those we practice with, whether they are our patients, family or friends.

Sometimes the behavior change we were worried about, for ourselves or others, fades out in importance, as the sunlight of connection and love for others dwarfs it.





**For more useful
resources please visit:**

www.rourced.com

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