

Community Education Series

The Recovery Village and Advanced Recovery Systems





Presentation Topic:
Motivational Interviewing
Part 3: Strategy



Speaker:
Johanna Leal

About the Speaker:

Johanna Leal

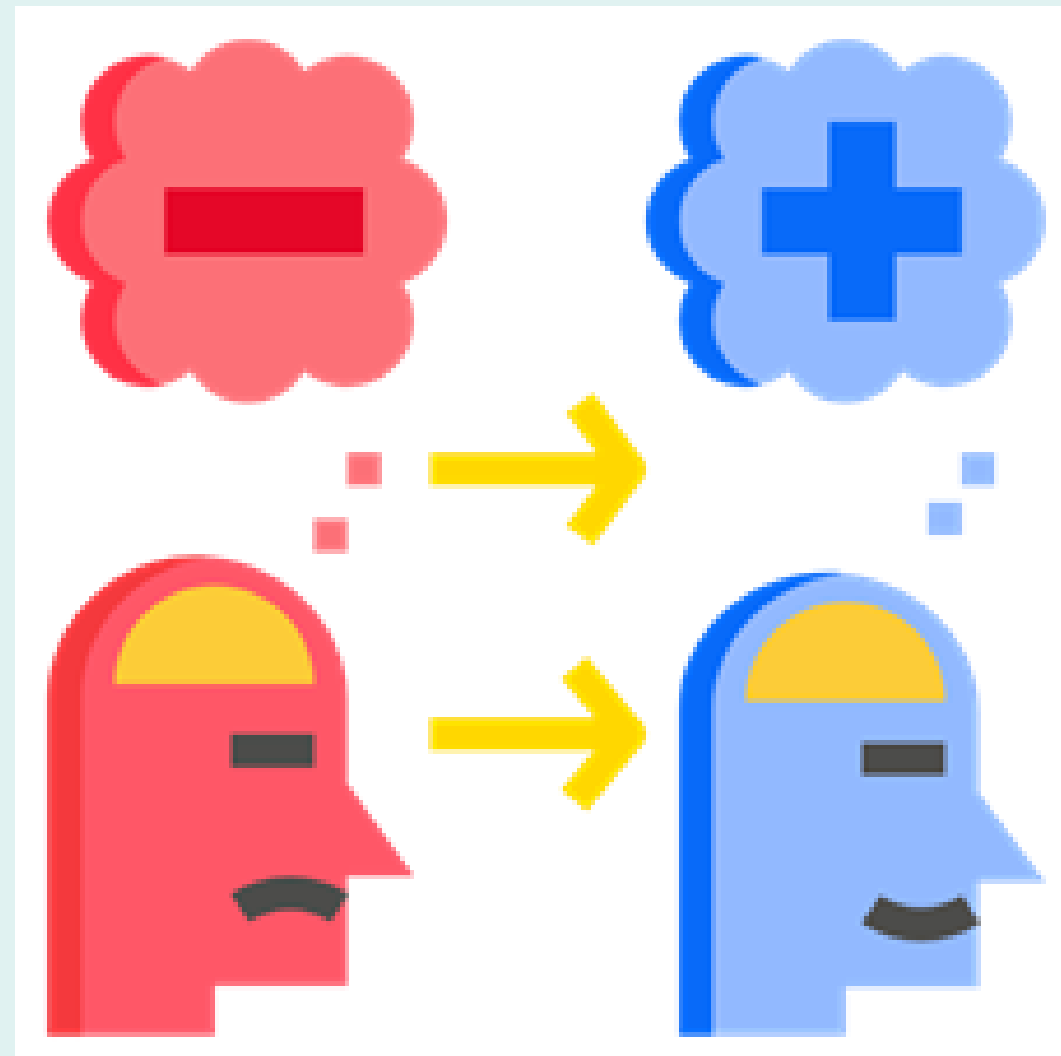
Organizational Change Consultant, Coach, Trainer and Implementation Specialist



Johanna has 20 years of experience designing, implementing and evaluating innovative programs in community-based organizations and government entities including courts, schools, probation, parole, prison, community corrections and behavioral health agencies. Some of these programs include trauma informed and community-based victim services, reentry programs, justice reinvestment programs in the community, restorative practices in schools and courts for youth and families, and specialized workforce development programs for youth, women and formerly incarcerated people. She has also designed strength-based training, coaching and implementation models to support organizations leading change initiatives and justice reform efforts. Johanna specializes in working with multiple systems to increase collective impact and tackle complicated problems. She holds a Master's degree in Educational Psychology with an emphasis on Behavior Change from the University of Colorado at Denver, a Bachelor's degree in Cultural Anthropology and Education from the University of California at Santa Cruz and is a professional coach as a member of the Motivational Interviewing Network of Trainers (MINT), a current resident for Goleman EI Emotional Intelligence Certification (EICC), Offender Workforce Development Specialist (OWDS) and Global Career Development Facilitator (GCDF).

Components of MI

Let's talk about change..



Strategy

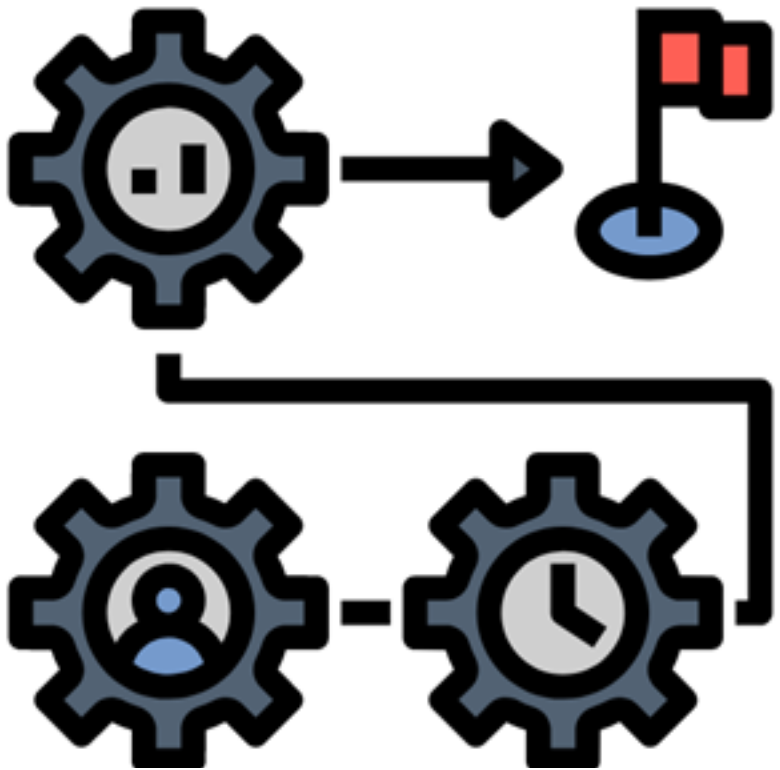


Supportive Alliance

Change Goal

Talk about change

Action Steps

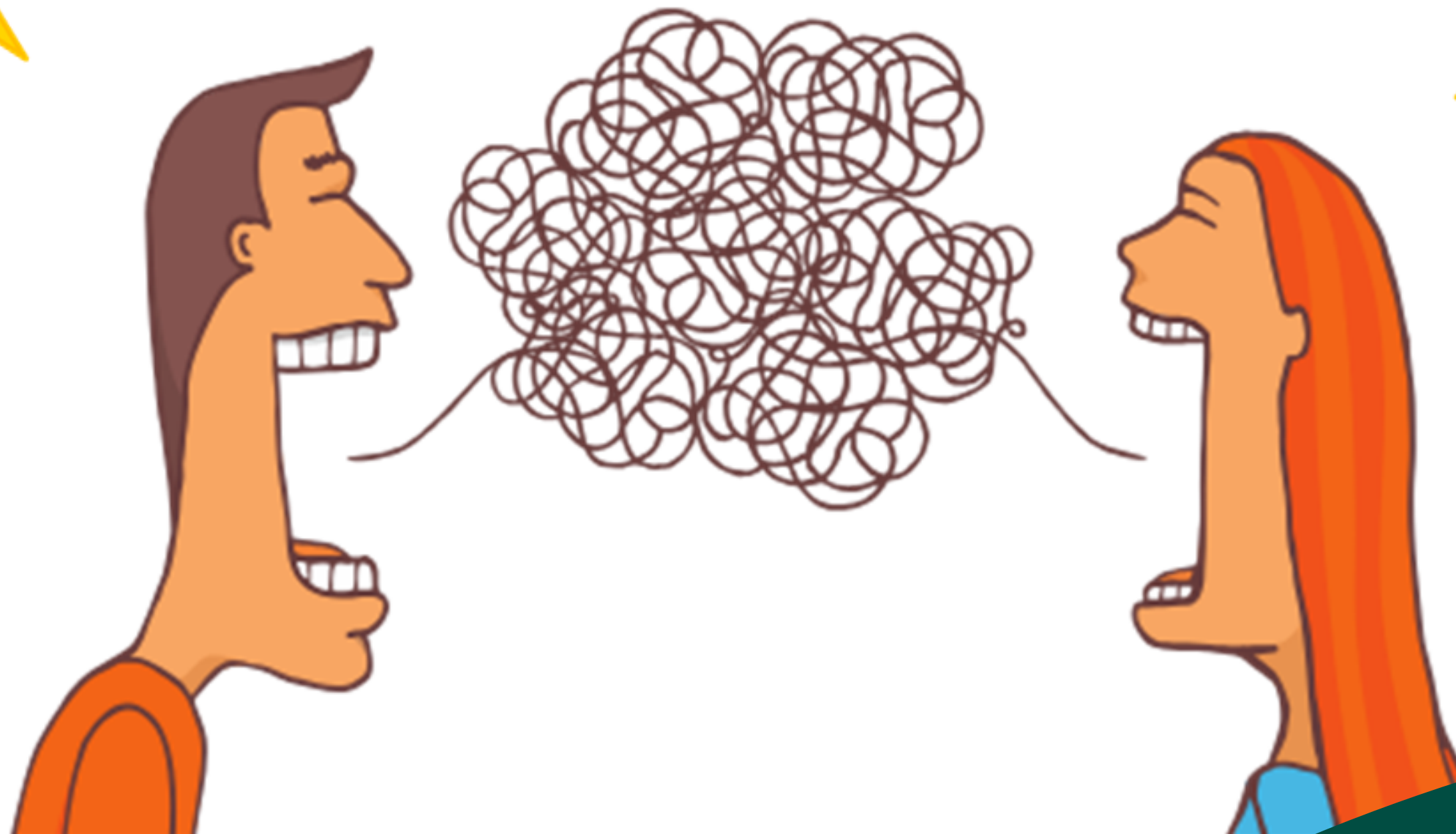


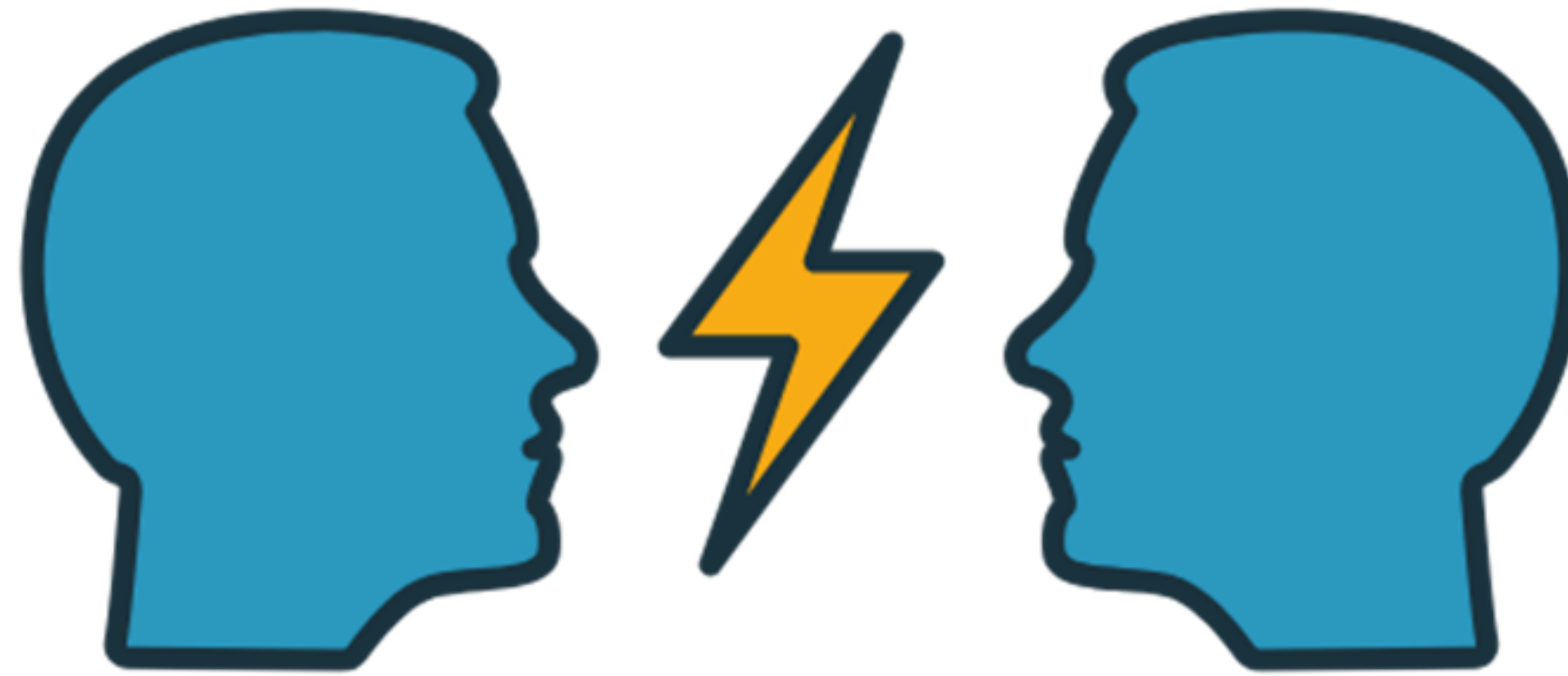
Strategy



Supportive
Alliance

Resistance





Resistance

Discord

Sustain Talk



The Emotional Contagion

Phenomenon &
Science



Discord and Defensiveness



Hot Buttons

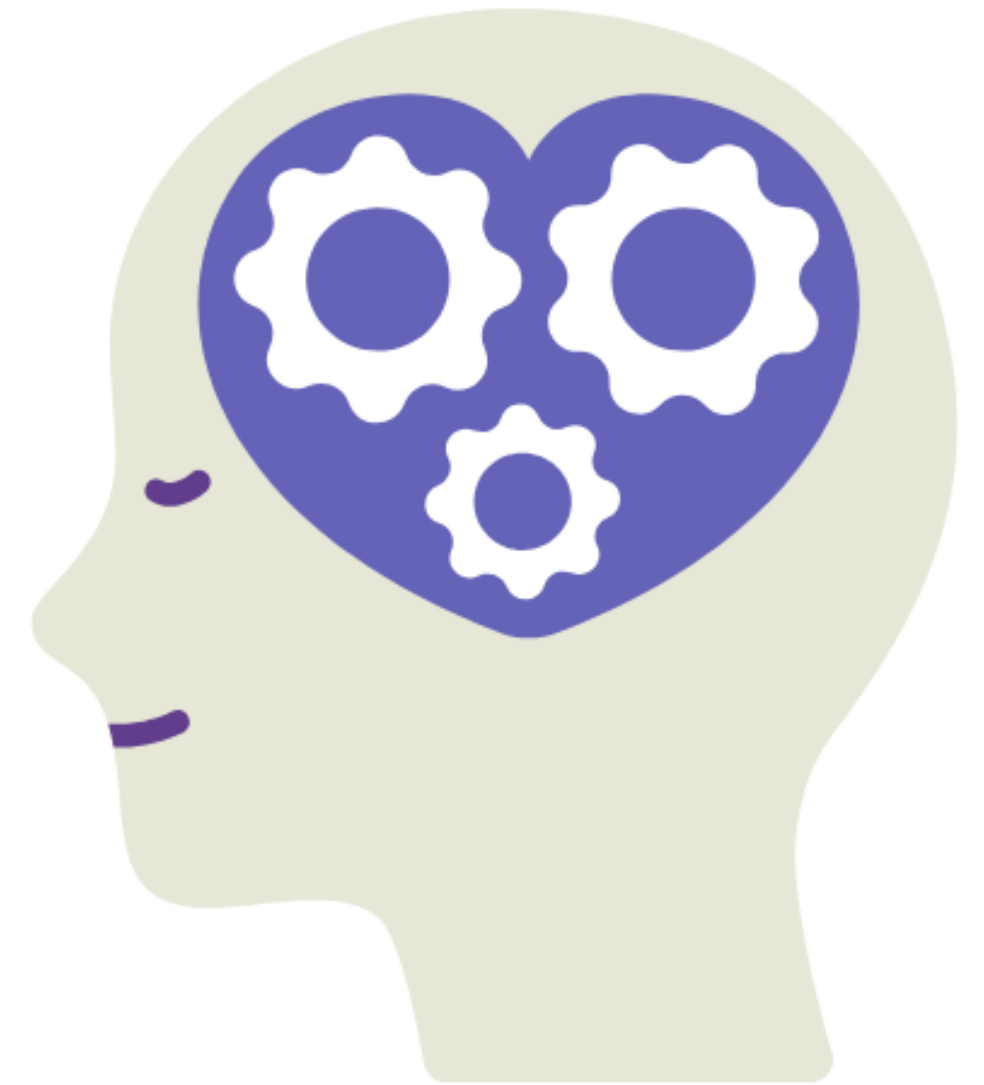




Discord

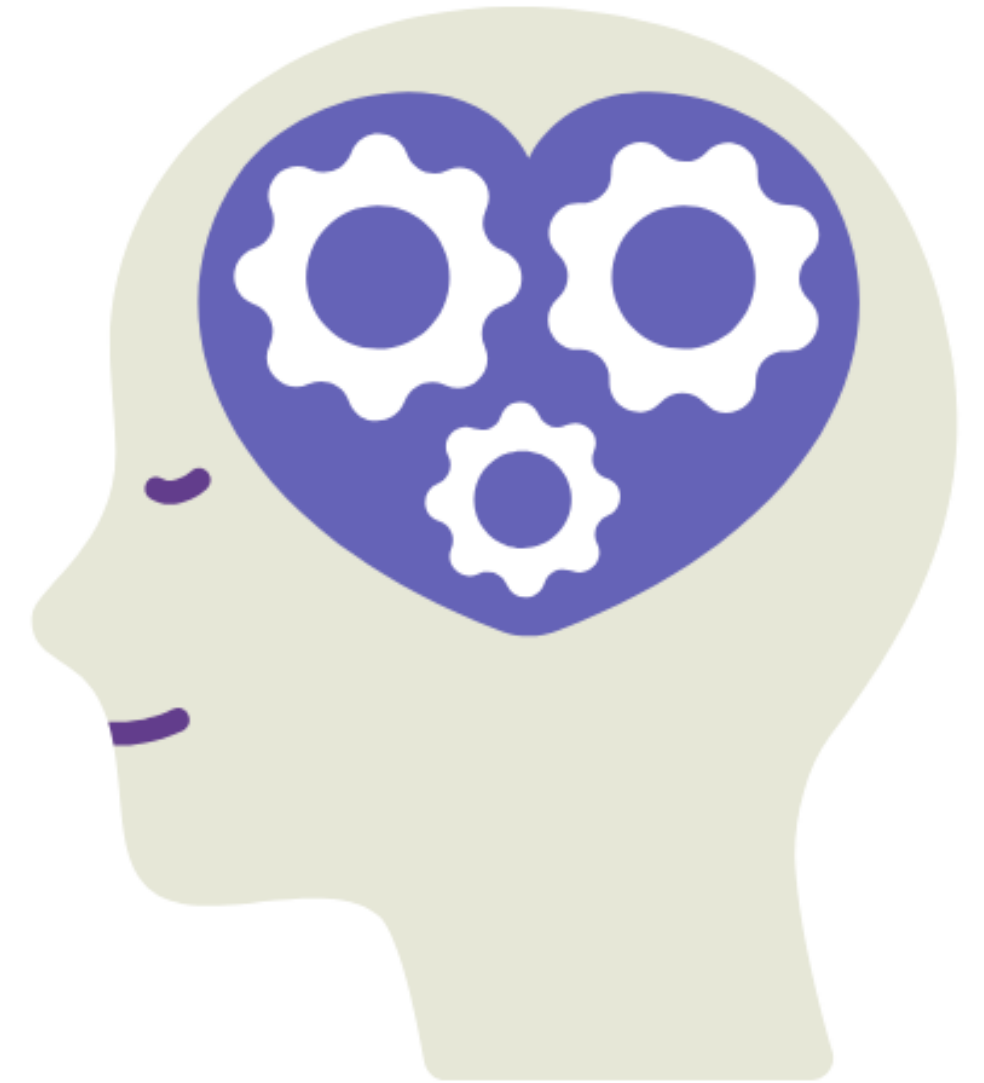
Empathic Reflections

- You're really frustrated.
- This is really difficult.
- You're tired of explaining yourself.



Empathic Reflections- Practice

- “This place is horrible.”
- “No one here cares.”
- “What do you know about me?”



Consider what might be the feeling underneath these statements.

Listening for Discord

- What roadblocks to listening do you think may be happening?
- How do the practitioner responses increase or decrease discord with the client?
- How do the parts of MI Spirit (autonomy, partnership & empathy) show up or not?
- How would you describe client engagement?



While you're listening, think about the following questions...

- What roadblocks to listening do you think may be happening?
- How do the practitioner responses increase or decrease discord with the client?
- How do the parts of MI Spirit (autonomy, partnership & empathy) show up or not?
- How would you describe client engagement?



So what do you think?

- What roadblocks to listening do you think may be happening?
- How do the practitioner responses increase or decrease discord with the client?
- How do the parts of MI Spirit (autonomy, partnership & empathy) show up or not?
- How would you describe client engagement?



Roadblocks to Listening

Donna: Hey Mike. How are you doing today?

Mike: I'm doing ok. I wish I understood why I have to be here right now.

Donna: Well, I'll tell you exactly, if you want, why you are here. I'm Donna by the way. I'm the intake person here at the treatment center, /and we deal with this all the time. Because I can look at your file and you failed your drug test and your employer is one of our clients, and whenever someone fails the drug test, they end up coming here so that we can hopefully help you keep your job.



How could Donna have responded differently?

Donna: Hey Mike. How are you doing today?

Mike: I'm doing ok. I wish I understood why I have to be here right now.

Donna: Well, I'll tell you exactly, if you want, why you are here. I'm Donna by the way. I'm the intake person here at the treatment center, /and we deal with this all the time. Because I can look at your file and you failed your drug test and your employer is one of our clients, and whenever someone fails the drug test, they end up coming here so that we can hopefully help you keep your job.



How could Donna have responded differently?

Donna: Hey Mike. How are you doing today?

Mike: I'm doing ok. I wish I understood why I have to be here right now.

Donna: Well, I'll tell you exactly, if you want, why you are here. I'm Donna by the way. I'm the intake person here at the treatment center, /and we deal with this all the time. Because I can look at your file and you failed your drug test and your employer is one of our clients, and whenever someone fails the drug test, they end up coming here so that we can hopefully help you keep your job.

Example Reflections

- **It sounds like this might not be the place for you.**
- **You're not sure you want to be here.**
- **You're feeling pretty frustrated having to be here.**
- **No one has listened to you.**
- **You feel misunderstood.**

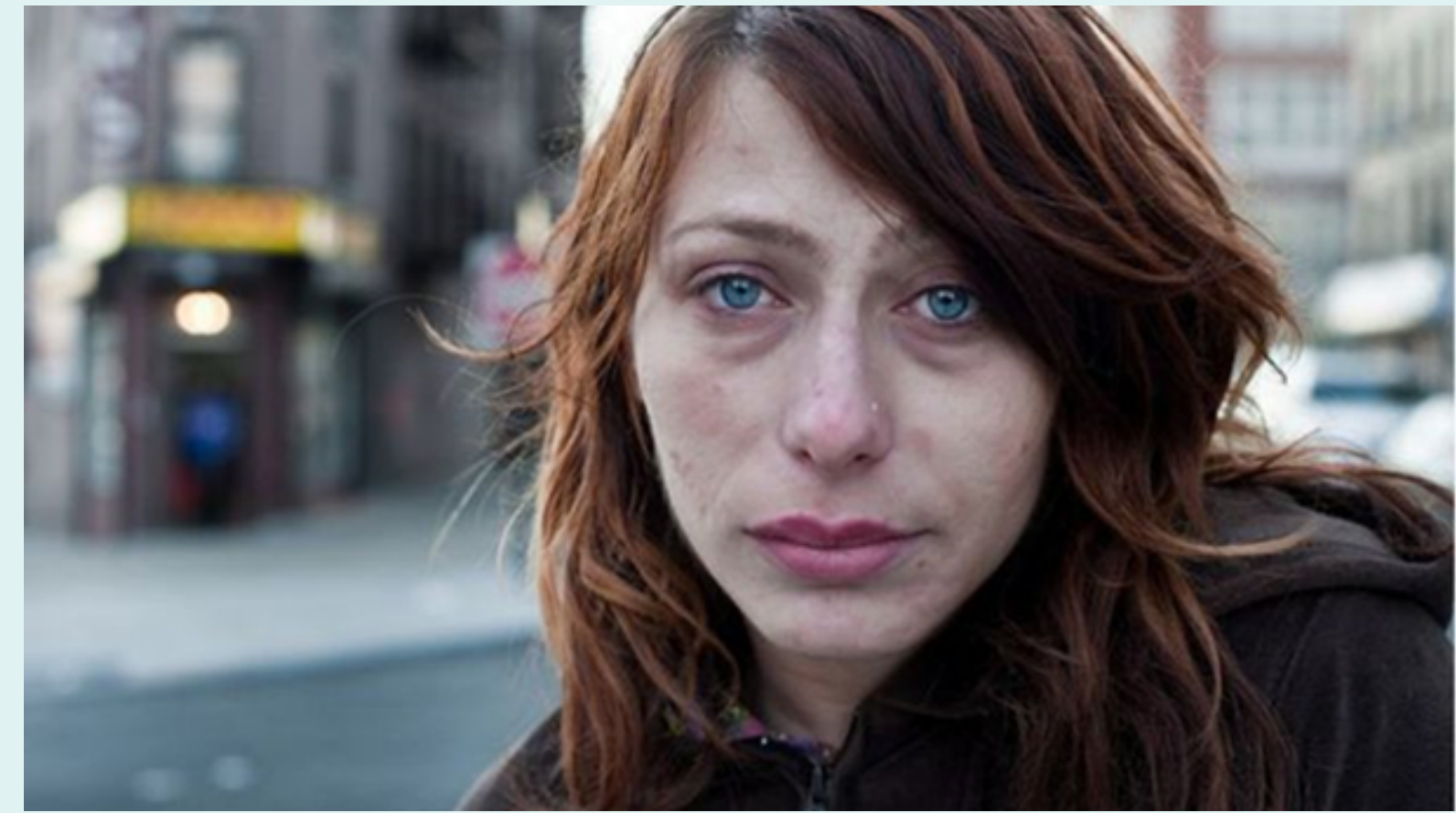


BETTY

Betty:

- 3rd time on probation for charges of possession of a controlled substance.

- Has 4 children.



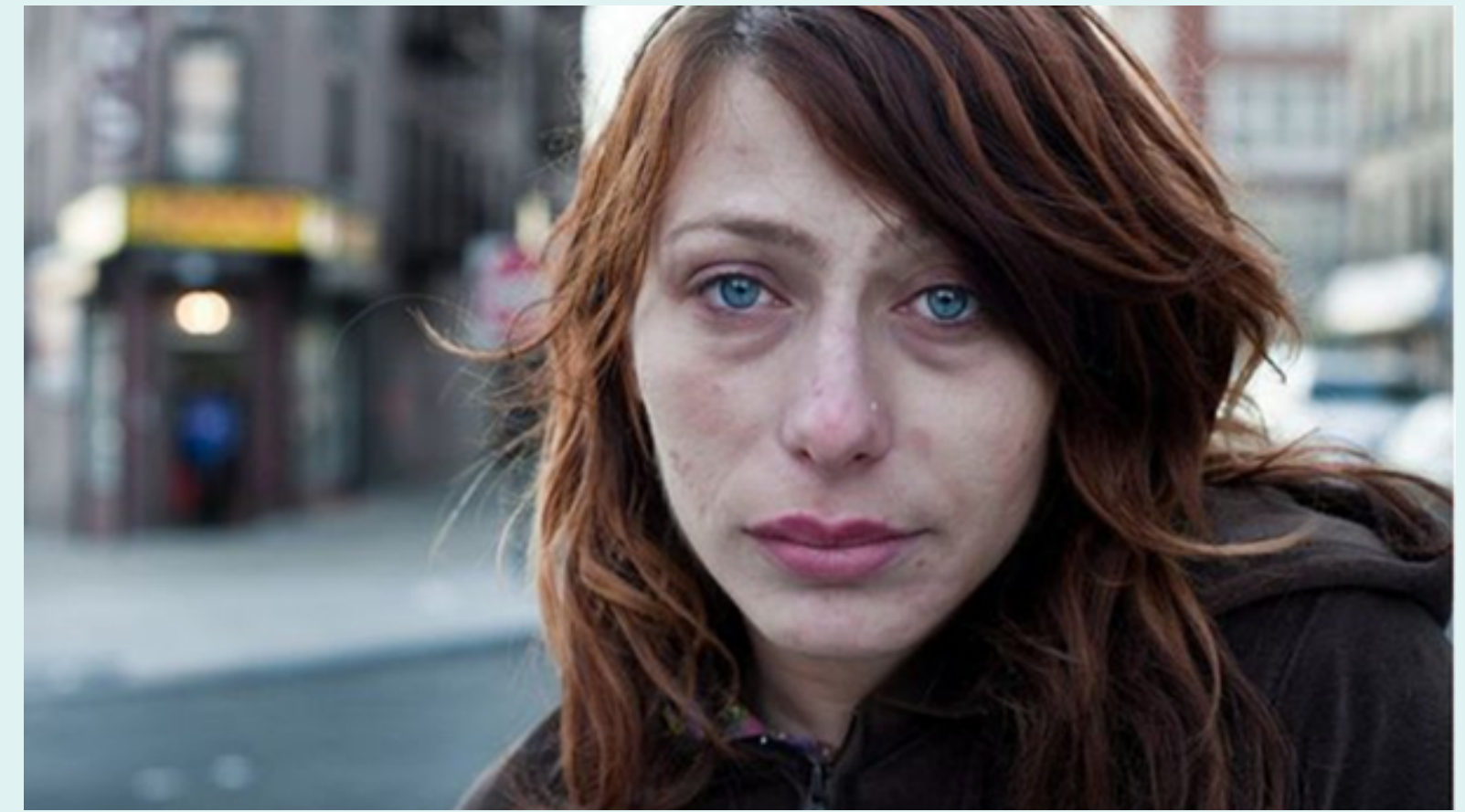
What is Betty like? What does Betty do?

Now, fill in the gaps and finish her story by selecting “text reply” below.



BETTY

Betty through a strength-based lens



What strengths or abilities might Betty possess?

What efforts or struggles might you affirm?

What do you imagine might be 3 priorities in Betty's life right now?

What do you guess might be some of her long-term aspirations?

Fill in the gaps and finish her story by selecting “text reply” below.

Affirmations

- Specific, concrete
- Recognize strengths, abilities, efforts
- Typically don't start with "I"
- Focus on descriptions not evaluations



Affirmations

“You worked really hard to get here today”

vs.

“I’m glad you got here on time.”

“You are someone who deeply cares about your kids.”

vs.

“I think you’re a good mom.”

Affirmation Examples

“You worked really hard to get here today”

vs.

“I’m glad you got here on time.”

“You are someone who deeply cares about
your kids.”

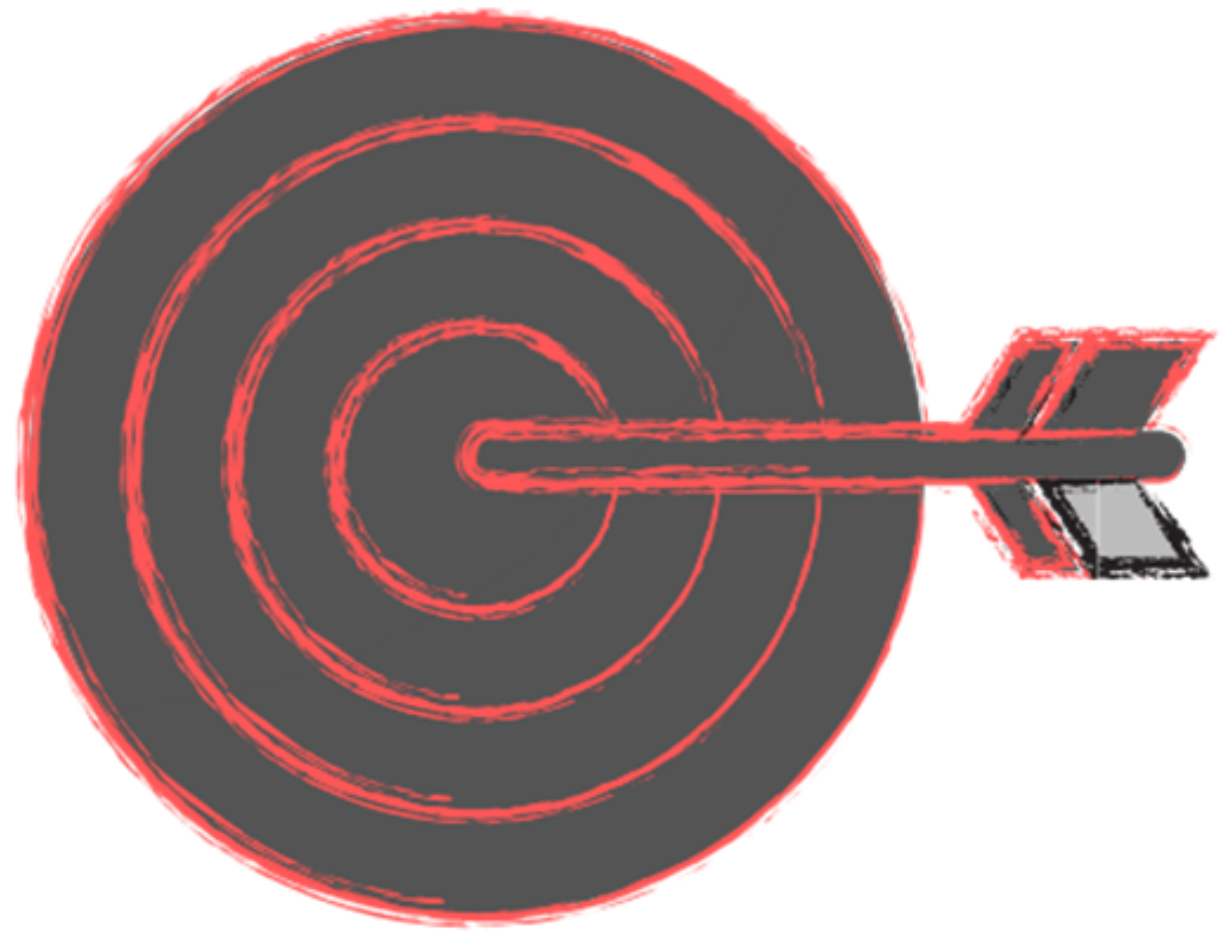
vs.

“I think you’re a good mom.”

How do the examples
feel different to you
in terms of creating
engagement and
supportive alliance?

*Select “text reply” below
to answer.*

Strategy



Change Goal



Research has shown that what we talk about in office visits matters in terms of lasting behavior change.

Focus Matters

Focus on a Change Goal

Focusing on a specific change goal allows you to give full attention to important areas of need and build on the most important strengths. Talk to participants about what is important to them and let them lead.



1

Be Clear

2

Be Specific

3

Be Focused

4

Be Relevant

Goal

Change goals are typical internal factors

r^2

Focus on what is relevant and realistic

P

Person-Centered

P&F

Be present and future focused

Present-Future Focus



What are you working on now?

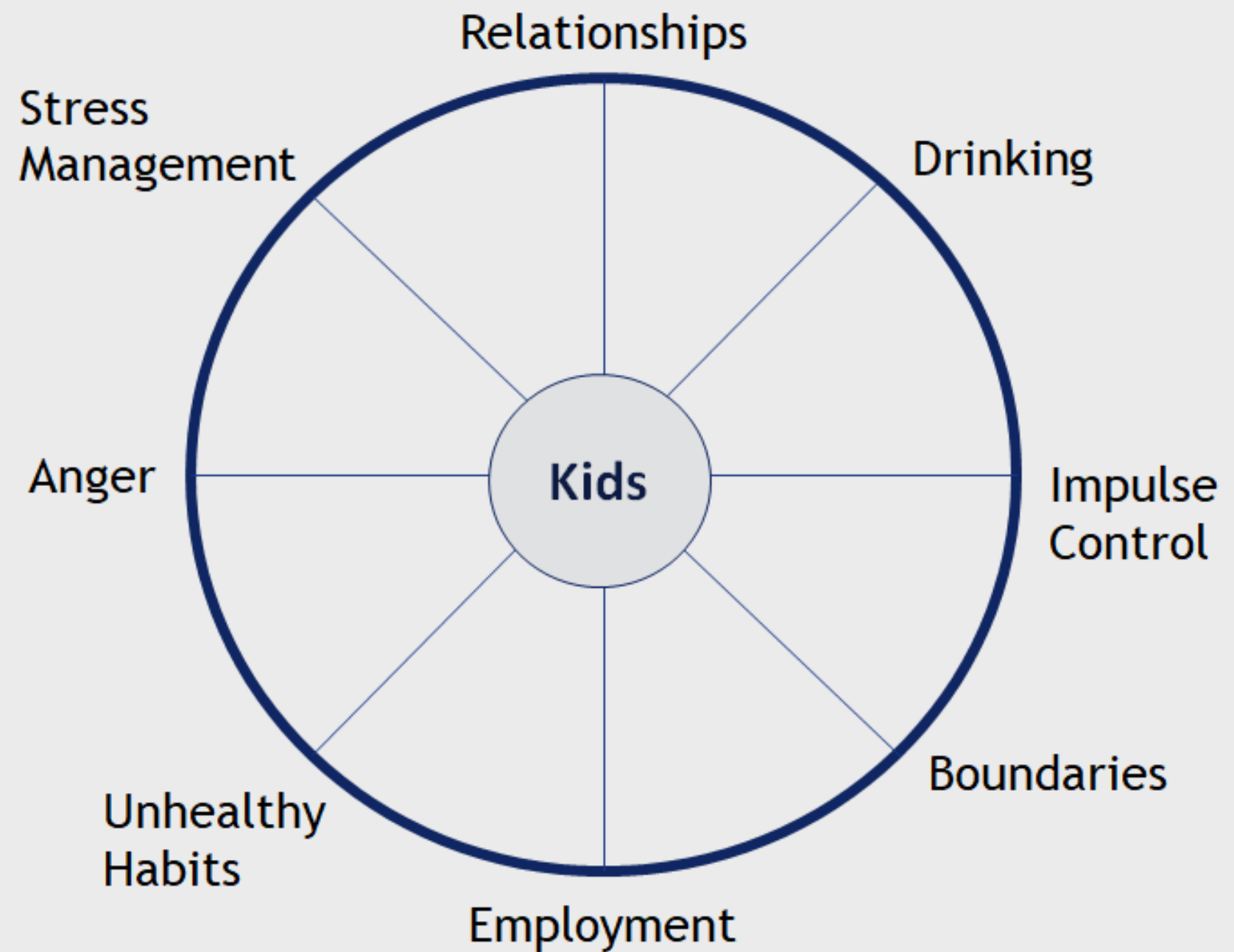


What's the one thing you need to change right now to be successful?

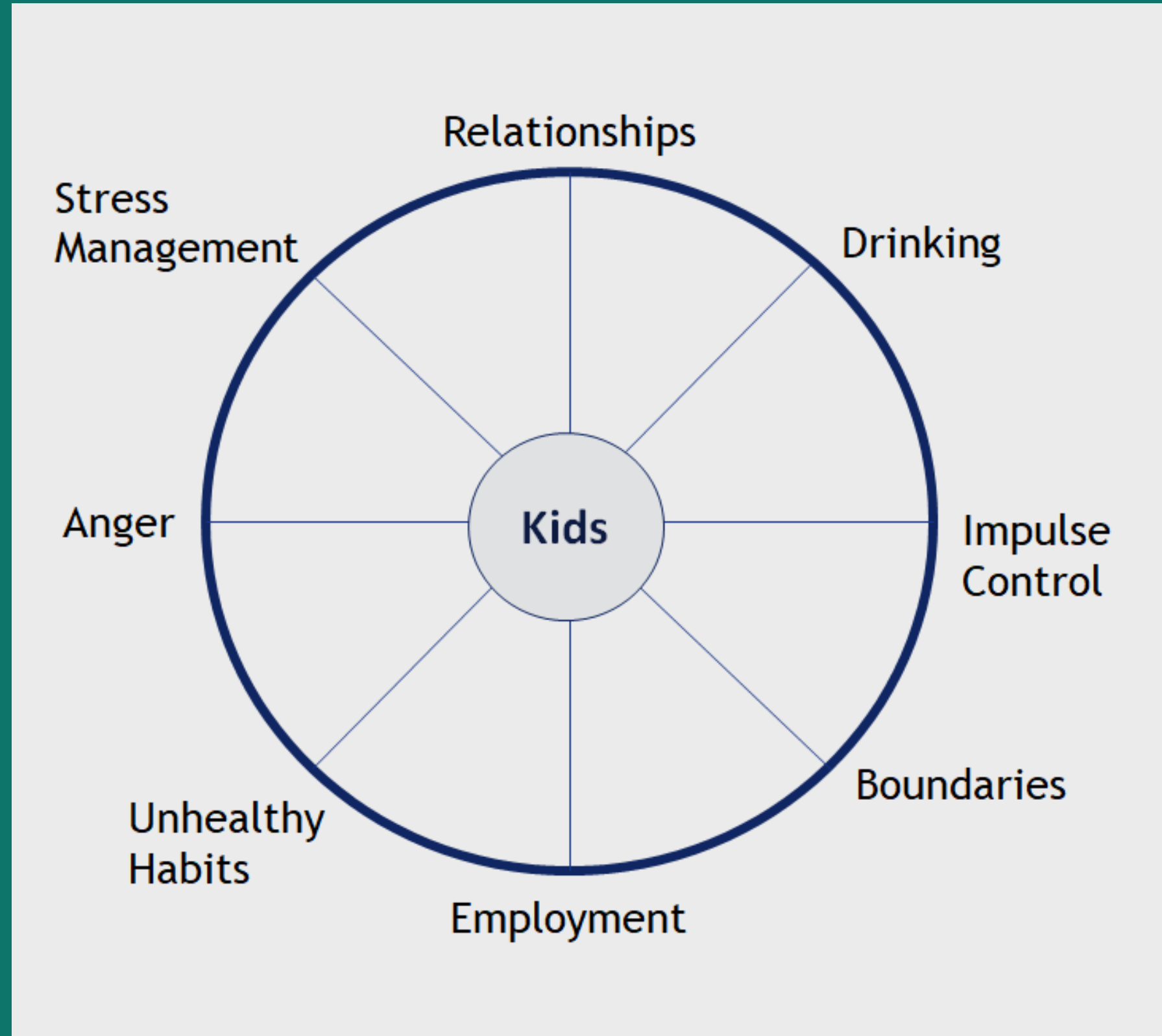


What's the biggest thing getting in your way?

Use Summaries to find a Change Goal



**Looking
at this wheel,
write a summary
that could help
you and this
participant find
a change goal.**



Change Goal



- Needs to be clear
- Should be specific
- Intrinsic (not rules, terms or conditions)
- Needs to be relevant
- Something within their control
- Need to focus on one at a time
- Present-Future focused



Strategy



Talk about change



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Speaker: Johanna Leal
Director of Innovation & Implementation Capacity
Johanna@acji.org
Alliance for Community and Justice Innovation
www.acji.org



THANK YOU

