Four Processes of MI

Engaging: Connecting with and understanding the perspective/concerns of the other person

Focusing: Based on those concerns, what direction are we headed in?

Evoking: Where is the person in the process of change? What are their “whys” and “cans”?

Planning: When “yes” to moving ahead, what will that look like?

Focusing the conversation on change

- May be a clear focus with a single topic
- May negotiate an agenda based on a menu of options
  - “These are things we typically discuss with clients who are looking to increase their access to services: x, y and z. I’m wondering which of these is something you would be interested in exploring? Or perhaps there’s something else?”

More ideas for focusing the agenda

- Sharing the agenda: “I’m sure you have some priorities today, and I want to be sure we get to those first, so let’s start there. And, before you go, I want to look at a couple of things together as well.”
- Or for mandated concerns: “In order for us to work together, we need to explore some access topics. Will we have to start there, we can get to those topics after we’ve talked about your needs first.”
- Clarifying the focus may be the first goal in subsequent conversations:
  - “I know last time we talked about x, should we explore that further today or perhaps there’s something else on your mind today that’s more pressing?”
- Or… for a short next session:
  - “What I thought we could do today is explore…”
Motivation Interviewing with Survivors of Intimate Partner Violence

https://www.youtube.com/watch?v=P3JUXQ4kkHs

Focusing Exercise
- How to arrive at a focus when it is not clear from the outset
- Find a partner, 10 minutes per conversation
- Taking turns, as listener and changer
- Listener: Using person-centered skills, work with your changer to develop and prioritize his or her agenda-setting form related to accessing services
- Changer: Work with listener as a client might with a helper
- Focus on change goals, not evoking or planning... and definitely no advising or fixing
- Notice when you have together found a clear, shared agreed direction for change
- Exchange roles when requested

Four Processes of MI
- Planning: when “yes” to moving ahead, what will that look like?
- Evoking: Where is the person in the process of change? What are their “whys” and “cans”?
- Focusing: Based on those concerns, what section are we headed into?
- Engaging: Connecting with and understanding the perspective/concerns of the other person

Planning Activities

Ken Kraybill and Ali Hall
Members of the Motivational Interviewing Network of Trainers (MINT)
Objectives

1. Identify at least three effective change planning strategies
2. Identify at least three common barriers to successful change
3. Identify at least three strategies to explore with clients for overcoming change barriers

The Planning Process

In MI, the planning process is to be with someone while he or she forms a change plan that will work.

All change is self change, to which practitioners are sometimes privileged witnesses and facilitators.

People change most effectively when they experience purpose, competence and connectedness.

The Solutions Chair...

A mystical land where 99% of all human productivity, motivation and achievement is stored.

The planning process can be transcendent or tangible.

"Tell me, what is it you plan to do with your one wild and precious life?"
-- Mary Oliver

"Like a heliotrope reaching toward the sun..."
-- Bill Miller

"The most successful people are those who are good at plan B."
-- James Yorke
Is it time? Are we there yet?

Signs of the Other's Readiness to Transition from Evoking to Planning:
- Increasing talk about change
- Taking preliminary steps
- Decreasing defense of the familiar
- Resolving
- Envisioning
- Asking questions about change

Ready to Change?

Three Effective Change Planning Strategies
1. Find the why
2. Find the can
3. Negotiate the how
Elements of An Effective Change Plan:
- The change I want to make...
- The reasons why...
- My skills and abilities for this change...
- The steps I plan to take...
- The ways others can help me...
- When I will start
- How I will prepare for the start...
- I will know my plan is working for me if...
- Challenges that might interfere...
- What I will do if the plan isn’t working for me...

What are some planning process potholes?

“Take my advice; I’m not using it.”

Relying Solely on Willpower

Procrastination, or…
“I’ll get around to it”
Three Common Barriers to Change

1. Telling others what to do or how to do it, rather than working together on a plan and its follow through
2. Relying solely on willpower
3. Waiting unnecessarily to get started (or re-started), especially for the "perfect time"

Three Strategies for Overcoming Barriers to Change

1. Find a good fit
2. Create new habits
3. Find a starting (or starting over) place

A Planning Activity

- Find a partner—of your choosing
- One person is the changer
- One person is the practitioner—who will help the changer form a change plan
- Topic: “One thing I would like to change”
- If time, exchange roles

Objectives--Review

1. Identify at least three effective change planning strategies
2. Identify at least three common barriers to successful change
3. Identify at least three strategies to explore with clients for overcoming change barriers

Resources:

- 168 Hours: You Have More Time Than You Think, Laura Vanderkam (Penguin, 2011)
- The Thief of Time: Philosophical Essays on Procrastination, Andreou and White (Oxford, 2012)
- The Power of Habit: Why We Do What We Do in Life and Business, Charles Duhigg (Random House, 2012)
- Decisive: How to Make Better Choices in Life and Work, Chip and Dan Heath (Crown, 2013)
- Succeed: How We Can Reach Our Goals, Heidi Grant Halvorson (Hudson, 2011)
- “Prospective Memory in Workplace and Everyday Situations,” RK Dismukes, Current Directions in Psychological Sciences, August 2012 21:215-220
- “Motivational Interviewing in the Treatment of Problem and Pathological Gambling,” Hodgens and Bink in Motivational Interviewing in the Treatment of Psychological Problems (Guilford, 2008) 225-248

For additional information

- Ali Hall
- Training, Consulting, Life Coaching
- www.alihalltraining.com