

# Motivational interviewing (MI)



- When the client is uncertain or ambivalent...
- Method to help people make decisions about change

Ola Tostrup

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- 16 years as a careers advisor
- 4 years as a lecturer

# The set up

- What makes a person motivated (and not)
- How to create this motivation
- The view of ambivalence and how to deal with it
- The spirit of MI and the approach in the meeting
- To adjust the effort according to the readiness

# About fruit and vegetables



# Background

William R Miller  
Stephen Rollnick



”Motivational interviewing (1991)”

Evolved from experience in the treatment of problem drinkers, and was first described by Miller (1983)

MI represented a most welcome alternative to persuasion, argumentation and confrontation

# Background

William R Miller:

”People listen more, and are more affected of what they say themselves, compared to what other people tell them to”

To generate Selftalk and Changetalk

With help from warmth, genuine empathy, and acceptance - are necessary to foster therapeutic gain (Rogers, 1961)

# What the method was a counter reaction towards

Startingpoint to create (or not) motivation for change

- An expert – somebody with authority describes the negative consequences of a behaviour
- To “tala en person till rätta”(tell a person what to do)
- “You should!”, “You must!” ...
- “Why don´t you do as I tell you to!”
- “Don´t you realize that you can´t go on like this!”
- “You better shape up!”

- And after this the person will be ready and motivated to deal with the problem...

# The free will in the centre





# The idea

- Criticism creates resistance
- Resistance undermines motivation
- You are more affected of what you say yourself
- You “convince” yourself that change is necessary


# What makes people change?

- "People who believe in the possibility of change will probably make the change!"
- "Clients who's advisors believe in the change will probably affect the client in a positive way"
- "The clients who will get to know that they are not expected to change will probably not make the change"

= the approach of the helper is of a significant meaning

MI is about finding and building up motivation

Motivation is something we find within every person



Sitting in a 3.8-metre sea kayak and watching a four-metre great white approach you is a fairly tense experience

# MOTIVATION

If there is a better reason to paddle, I don't know what it is.

Three components to work with to start the motivation for a change: To get a person WILLING, ABLE and READY



**Maten som ger  
dig platt mage**

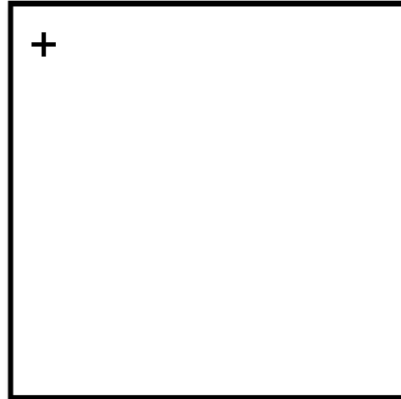
# Willing: To see the importance of change

- The goal:
  - to make the degree of priority clear for a certain type of change
  - in what way does the client appreciate the change?
- The way to get there:
  - to get the client to see the discrepancy (difference) between now and then (the goal)
- To get the client to see the benefits of change- the discrepancy motivates action!

# One way to explore and to develop ambivalence

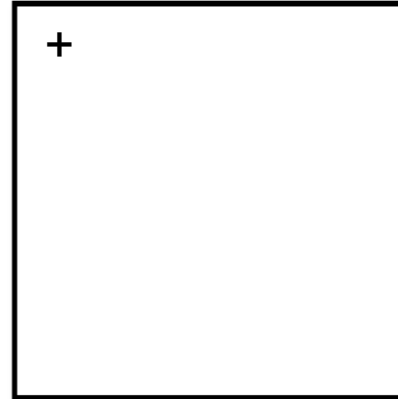
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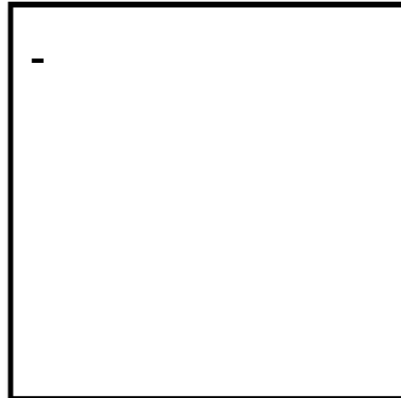


The change

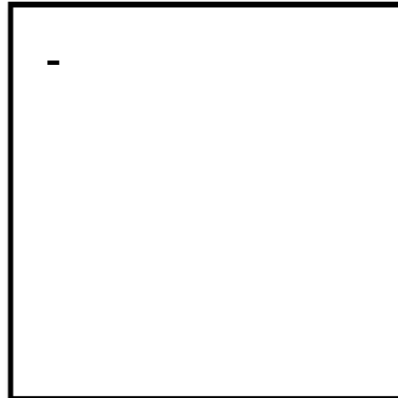
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# Able: To increase the credence of change

- The goal:
  - The belief of change is to be shaped
  - "I wish I was able" - "It is possible!"
  - To build a belief within the client – the way forward!
  - To build up the self ability
  - To break down the defense mechanism



*Målet måste vara av betydelse men också den egna tron till att resan kan klaras av*

# Readyness: to be able to prioritize

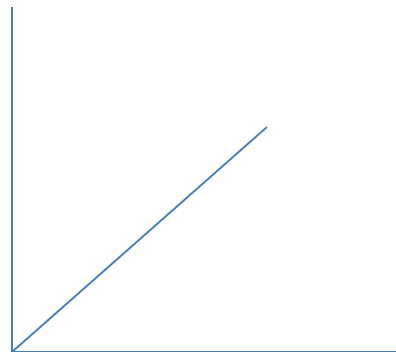
- Willing and able – but is this the most urgent matter at the moment?
- Are you able to make the change right now?



# The elements that controls the motivation

- **The benefits of the goal** (The advantages, the benefits of the change.)
- **The distance to the goal**
- **The possibility to succeed** (Går detta överhuvudtaget?)

Willing (Vara beredd att kämpa för att nå målet/förändring)



Able (Tro på sin förmåga)

# Explore the importance (motivation) and the ability of success (förmåga)

- *How important is it for you that you make the change...?*

0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10

- Vad är så pass viktigt att du säger...och inte ett lägre tal som.. ?

- *How sure are you that you will succeed...?*

0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 - 10

- Vad gör att du säger ... och inte ett lägre tal som ....?

A guide for the helper about where to start and how to deal with the motivation of the client...

# The spirit of MI and the approach of the advisor



A. The advisor as a dancepartner



B. The conversation as a swimming duck

# The spirit of MI – co-operation

- A partner relationship
- Avoid all forms of authoritarian attitudes
- Explore – not suggestions
- Support – not persuasion
- The shaping of a positive personal atmosphere
- Mind your own ambitions (mind the "reflex of correction"!)

# The spirit of MI – bring on

- Elicit capacity
- From *docere* to *ducare* (and *educare*)
- To find a persons motivation and to wake it up

# The spirit of MI - **autonomy**

- The responsibility of change is within the client
- Full respect for the client's autonomy
- And for the client's point of view, attitude etc
- The client is to formulate the reasons for change

# Four general principles

- Empathy (should be expressed)
- Discrepancy (should be developed)
- Float with the resistance (avoid argumentation)
- Competence (develop the credence to make the change)

# Four general principles – empathy

- The client focused approach according to Carl Rogers
- Should be expressed clearly – active listening!
- Acceptance and respect (but you don't have to agree)
- Respect the resistance of change



# Four general principles – develop the discrepancy

- The purpose of MI – to solve ambivalence in the purpose of change
- Goal: to get people free from their blockings
- To create and to strengthen the discrepancy between the current behaviour and future goals and values
- Use the discrepancy!

# Four general principles – float with the resistance

- It is not a game of winning or losing – the client is not a competitor to be fooled
- Float or roll with the resistance
- Respect the resistance or reluctance
- Respect the ambivalence
- The decision is always the client's...
- The client is to be invited to consider new knowledge and other perspectives
- The client is capable, independent to find solutions on their own and to make their own decisions

## Four general principles – support the competence

- The goal: to enhance the client's self confidence about capacity to deal with obstacles and to make the change
- The client is capable and responsible for its own change
- The belief of the advisor in the client's ability is to become a self-fulfilling prophecy

# To adjust the effort according to the readiness

”If I have the ambition to guide the person towards a certain goal, first I must find her where she is and start right there. *The one that does not succeed with this, fool himself to believe that she can help other people*”

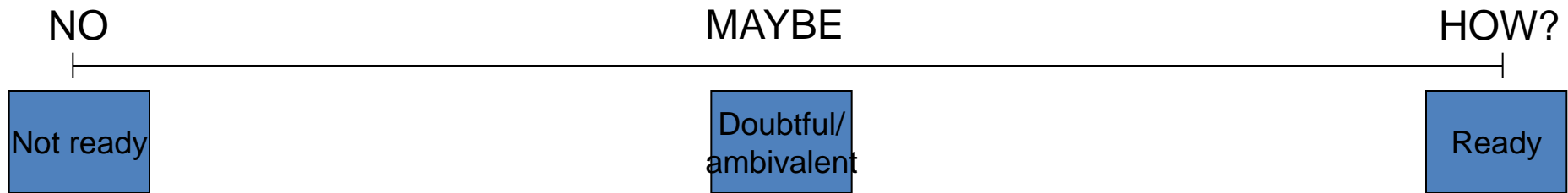
Sören Kirkegaard

A helper's trap – to be ahead of the client...

# To adjust the effort according to the readiness

- Listen, follow, float with the reluctance and respect the resistance
- Invite to and offer neutral information

- Instructions
- Offer ideas, methods and show examples of success



- Guide the person to a decision of their own
- Explore the client's own experiences of + and - of the change = EXPLORATION OF AMBIVALENCE

Motivational Interviewing =

- to guide people from being Not ready to Ready

# "Dance and wrestlingscale"

