

**Motivational Interviewing for
Treatment Providers:
Increasing the Readiness to Change**

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Disclaimer

- This project was supported by Grant No. 2019-DC-BX-K012 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the SMART Office.

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Michigan - Technical Assistance Center

- This Michigan (USA) based technical assistance group is a national leader in implementation and sustainability initiatives for Motivational Interviewing. All CSBS trainers and coders are members of the Motivational Interviewing Network of Trainers (MINT). These training associates have backgrounds in Addictions, Juvenile Justice, Mental Health, Corrections and Criminal Justice.
- Our director, Michael D. Clark, MSW has served as a contractual consultant for the United Nations Office on Drugs & Crime (UNODC) in Vienna, Austria (2015-2016). He is co-author to the book, "Motivational Interviewing for Offenders: Engagement, Rehabilitation and Reentry" (May 2017) by Guilford Press.
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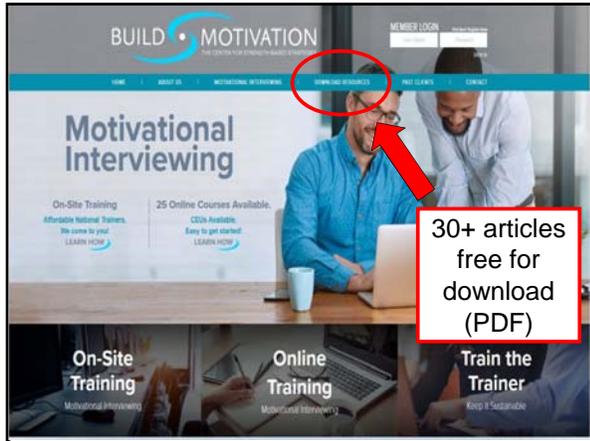
Contractual training our Center has provided (selected list):

- Puerto Rico Addiction Technology & Transfer Center (ATTC), San Juan, P.R.
- US Department of State (Mediterranean Section) - US Embassy - Malta
- US Department of Justice – Office of Justice Programs (OJP)
- US Department of Health & Human Services, SAMHSA
- Center for Substance Abuse Treatment (CSAT)
- United Nations Office on Drugs & Crime (UNODC), Vienna, Austria
- Superior Court of Guam - Agana, Guam
- Counter-Terrorist Command Unit (Victoria Police), Melbourne, Australia
- State Department of Corrections- Community Corrections - Kansas
- State Department of Corrections- Community Corrections - Wyoming
- State Department of Corrections- Community Corrections - Louisiana
- State Department of Corrections- Community Corrections - Utah
- State Department of Corrections- Community Corrections - Michigan
- State Department of Corrections- Community Corrections - Idaho
- Office of Juvenile Justice and Delinquency Prevention (OJJDP)
- American Probation & Parole Association - (APPA)
- Correctional Services Of Canada
- Brisbane Institute for Strength-Based Practices, Brisbane, Australia
- National Council of Juvenile and Family Court Judges - (NCJFCJ)
- National Association of Drug Court Professionals (NADCP)
- New Zealand Department of Children, Youth & Family, Wellington, NZ

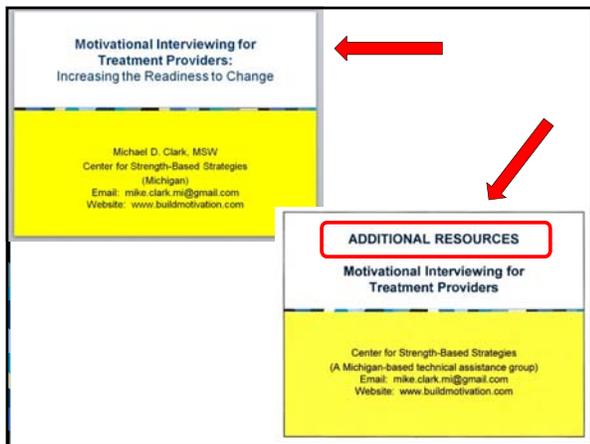
A Six-Pack of Epiphanies:
What Treatment Court team members find
out when they learn Motivational Interviewing

1. We can make our work harder. If you push, the program participant pushes back. "Getting right to it" and telling a program participant *how* to solve their problems only lengthens our work.
2. Much can be covered in a 10 minute encounter.
3. Behavior change is driven by motivation, not information. "We only change people who give us permission to do so."
4. Almost every piece of advice you might offer has already been thought about, mulled over, and rejected by your program person.
5. Participants will share a lot, quickly, with empathic, attentive listeners.
6. Motivated people solve their own barriers, including those facing mental health and/or AOD challenges.

Renisow 2007







Stages of Change for Addiction Behavior Modification

The core of the Transtheoretical Model is breaking down the complex process of changing behavior into 5 distinct stages: precontemplation, contemplation, preparation, action, and maintenance.

- **Precontemplation (I am not intending to change):**

During the first stage of the Transtheoretical Model, the addict is either uninformed about the risks of substance abuse, or they choose to ignore these risks. They're not reading, talking, or even thinking about the consequences substance misuse brings to themselves or their families. At this point, the addict will actively resist anyone who attempts to get them to change their behavior. They're not ready for change.

Practice Tips: Build the relationship. Allow them to talk about both sides of their ambivalence. Don't punish the "keep using side" but accentuate any change talk and increase their awareness by asking them to elaborate on risks and problems they speak of when using.

- **Contemplation (I am intending to take action in the next 6 months):**

They may know your destination, maybe even how to get there, but you're just not ready. They'll choose worry for working on their substance issue. It's thinking rather than action. 12 Step Groups have a common saying: "Self-knowledge avails us nothing!" (it's all about effort and action). They prefer a familiar self to a better one.

Practice Tips: Elicit reasons for change. Don't attack their "don't change side" as it often strengthens the "don't change" side of their ambivalence.. Acknowledge the "don't want to change" side but do not stay there. Instead, place focus on their "need to change" side. Deepen the change talk they utter. Tip the balance towards change by your interest and questions.

- **Preparation (I am intending to take action in the next few weeks):**

The person's readiness to change increases. They've weighed the pros and cons of quitting their substance of choice, and quitting/changing become stronger than staying the same. It's more than just a decision to quit – they've taken concrete steps toward changing their behavior. This could include buying a self-help book, going to see a therapist, or checking out a 12 Step group – even considering treatment as something favorable.

Practice Tips: Jointly determine where to start and the best course of action. Develop a timeline for action. Identify people who are willing to help. This is *collaborative work*.

- **Action (During the last 6 months, I have been taking action to resolve my problem):**

Most traditional notions of AOD treatment start here! But increasing the readiness to change is SO important to even reach this stage. All stages are valid, not just the action stage. (It has been said that treatment staff are "addicted" to this stage! Determining they're ready to take action is critical. Now comes the actual actions and efforts of change.

Practice Tips: Help take steps toward change. Encourage early attempts. Affirm and support the awkwardness of new changes, new living. Foster a grateful attitude. Point out positives.

- **Maintenance (I solved my problem more than 6 months ago):**

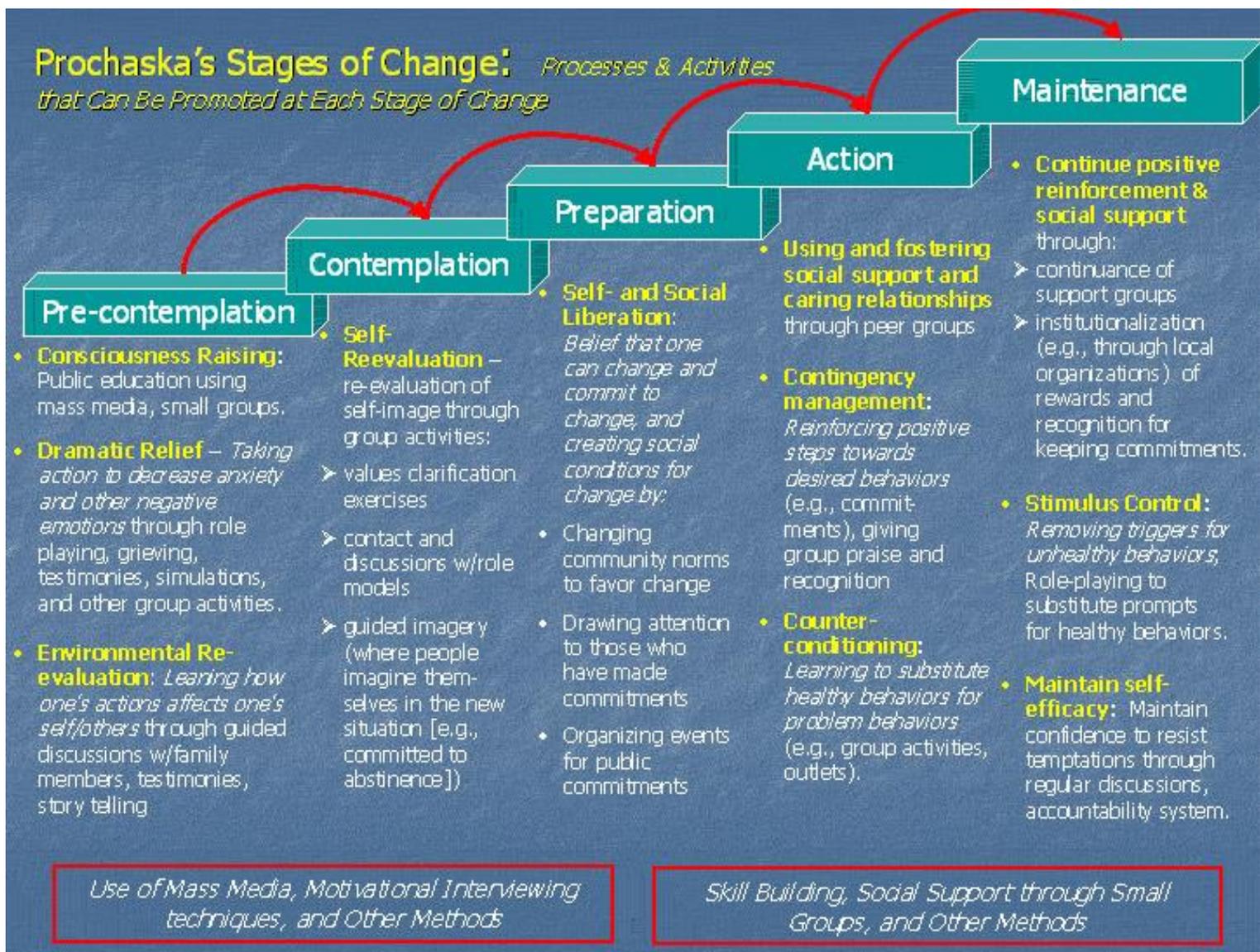
Know this is a chronic illness – not an acute care issue. “After-care” is not enough. The work required to abstain from destructive substances is not yet over. All it takes is one stressful situation to potentially make an addict relapse. This is maintenance over the life span.

Practice tips: Affirm and support. Help them to stay vigilant to potential threats and “unsafe” situations. Teach the finding and fostering support networks both early on and then to continue through the life span

- **Relapse**

Falling back and relapse can happen. For every relapse episode the odds go up (not down) that sobriety will catch hold.

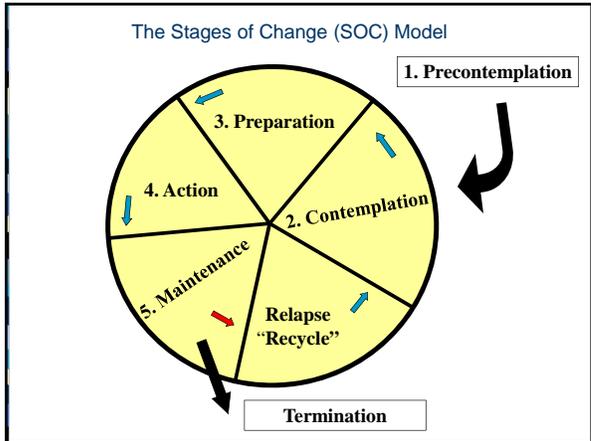
Practice Tips: No shaming. Get them back into the wheel of change. Remind them of the hopeful idea that every time they go around the wheel and don't exit? ---they move closer to the edge! So the “next time” is likely to be the successful effort. Odds go up with each attempt.



As adapted from Prochaska & DiClemente

Considering Human Behavior Change...

- How does change happen?
 - (A) In the moment / Point-in-time
 - (B) Process / Stages



Meeting program participants "where they're at"

- If all program referrals formed a 100% total, what does the research tell us about what percent they enter your Drug Court by stage?
 - Precontemplation stage: **40** %
 - Contemplation stage: **40** %
 - Preparation / Action stages: **20** %

Meeting program participants "where they're at"

Increasing the readiness to change

Tipping the balance – creating an "appetite for change"

- Precontemplation stage? **80** %
- Contemplation stage? **20** %
- Preparation or Action stages? **20** %

It's a helpful way of assisting people in finding *their own reasons for change.*

"We must remember, there is simply a limit to coercion...."

"It's exhausting...."

Change does not have "sides"

P – Partnership

Partnership assumes the presence and participation of more than one person in the relationship. Change is driven by individual motivation – not information or advice. Start with engagement or do not start at all. You don't need a partnership for compliance and obedience—yet it is a critical “must-have” for behavior change. Creating partnerships is a learned-skill, it's more than friendliness or good intentions. And it's not about being happy or displaying a rosy attitude. Partnerships can be built even with a grumpy personality. We don't eliminate our authority; we suspend it to build partnerships.

A – Acceptance. There are four key components to fostering acceptance within an offender relationship.

Absolute worth. This is very personal. The challenge is to look within and decide whether or not criminal behavior negates a person's humanity. MI believes every person has worth and should be accorded basic human respect.

Accurate empathy. With the spirit of MI, you don't listen to offenders to collect information which supports your preconceived judgments. You truly listen to understand the world as they see it. Since all change is self-change, it is critical to understand their perspective.

Autonomy-support. We understand every person has the freedom to choose his or her own course of action. An offender can always accept the consequences. A person will work harder and make more lasting change when he or she *has a choice* in important decisions. You're not losing your power by acknowledging their choice, you're increasing your effectiveness.

Affirmation. Affirmations helped to create a climate for change. They promote trust. Use affirmations as one might use salt in cooking; a little bit improves the dish, but too much spoils it. Affirmations mobilize client strengths. Affirmations acknowledge a simple truth: people change through their distinctive abilities and attributes, rather than through their failures or flaws. Acceptance is not a private experience, but something purposeful that is communicated through your words and actions.

C – Compassion

Compassion is considering the offender's welfare and to give priority to his or her needs – while still maintaining a reasonable focus on supervision and orders. It takes deliberate intention. Compassion is not pity – there is much more hope in compassion. One of the most powerful human motivators is the power of the committed heart. This commitment of heart involves more than just the offender; *it also involves the values, beliefs and desires of staff.*

E – Evocation

We do not install the reasons for change – we evoke them. The mindset for evocation aligns with strength-based approaches where you trust that offenders already have within them what is needed for change. Evocation is more about capacity and values rather than deficit. Most probation, parole or reentry plans are born from our perspective – but this does not make sense. The plan isn't ours; it belongs to the offender. Build a plan from the offender's perspective, since it is he or she who will be asked to do the necessary changing. MI calls you to draw forth their wants, values and competencies. Wants and values are why *anyone* changes. We must get to know what they are.

The Spirit of MI (P.A.C.E.)

- **Partnership**
- **Acceptance**
 - Absolute worth
 - Accurate empathy
 - Autonomy-support
 - Affirmation
- **Compassion**
- **Evocation**

The Four Processes of MI

- **Engagement** ←
- **Focusing**
 - Yes...and, *listening and understanding*
- **Evoking**
 - We don't need a partnership for compliance, but it's a requirement to assist behavior change
- **Planning**
 - "Shoulder-to-Shoulder"

The Four Processes of MI

- **Engagement**
 - Now that we're shoulder-to-shoulder, where are we headed?
- **Focusing** ←
 - Usually comes from the client
- **Evoking**
 - (1) Certain (2) Options (3) Vague
- **Planning**
 - Guiding

The Four Processes of MI

- **Engagement**
 - Why do you want to go there?
- **Focusing**
 - Shift into trying to elicit why would change be important to them?
- **Evoking** ←
- **Planning**
 - What makes MI unique

The Four Processes of MI

- **Engagement**
- **Focusing**
 - "How" to get there.
- **Evoking**
 - Expert Trap: Very vulnerable to "telling them"
- **Planning** ←

3 points

- (1) Change Talk
- (2) Ambivalence
- (3) Discrepancy



Change Talk

Any speech that favors movement in the direction of change

I want to be healthy...
(approach)

I can't stand this anymore...
(avoidance)

3 points

1.2.3

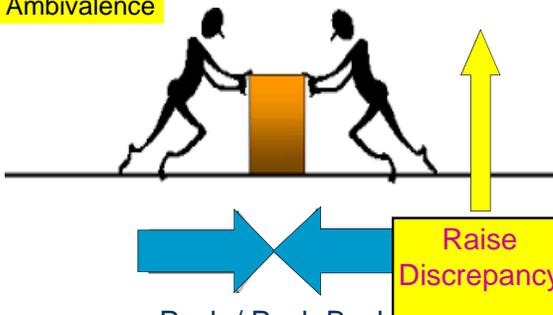
- (1) Change Talk
- (2) Ambivalence
- (3) Discrepancy



"ambivalence"

"Righting Reflex"

Amplify Ambivalence



Push / Push Back

Raise Discrepancy

3 points

1.2.3

- (1) Change Talk
- (2) Ambivalence
- (3) Discrepancy

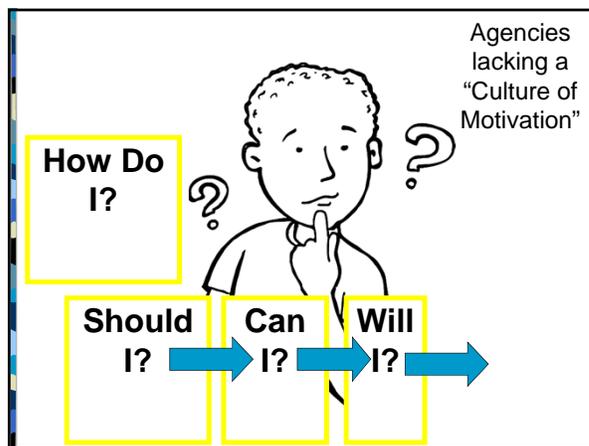
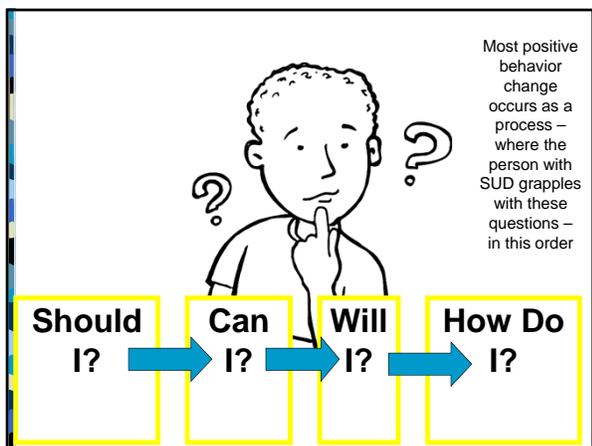
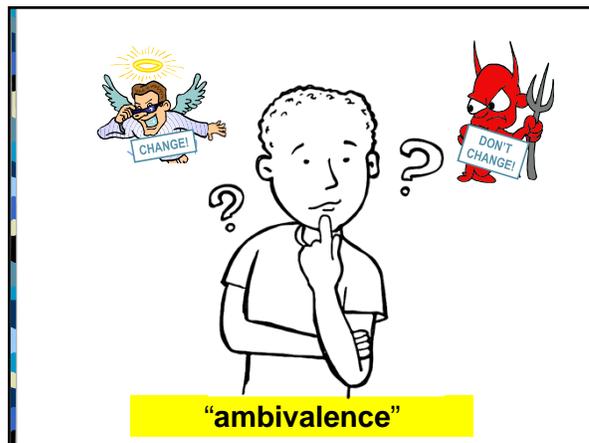
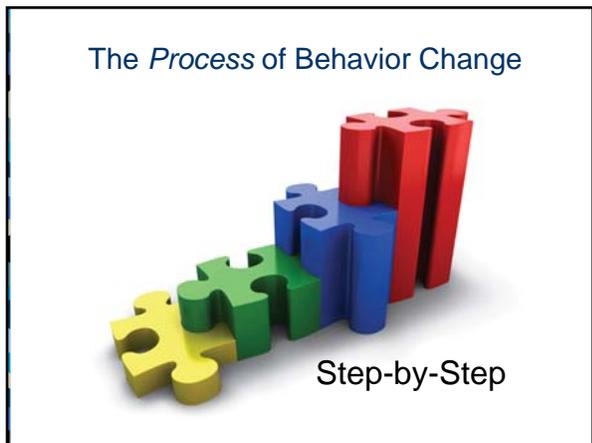
Discrepancy
Values/beliefs compared to Behavior/actions

Values	Behavior
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Ideal

Real



Four (4) Resistance-Lowering Techniques

- 1. Reflective Listening
- 2. Amplified Reflection
- 3. Double-Sided Reflections
- 4. Emphasizing Personal Choice and Control

Applying the 4 Techniques to this participant statement:

- “I don’t want to go to this program! Okay, I may have some problems, but I don’t want to waste my time going to something twice a week that’s not going to help me”

Simple Reflection

- “I don’t want to go to this program! Okay, I may have some problems, but I don’t want to waste my time going to something twice a week that’s not going to help me”
- **You don’t want to go, it’ll be a waste of time because you don’t think it will help.**

Amplified Reflection

- “I don’t want to go to this program! Okay, I may have some problems, but I don’t want to waste my time going to something twice a week that’s not going to help me”
- **You don’t need this program because you don’t’ have any problems...
*no problems at all***

Double-Sided Reflection

- “I don’t want to go to this program! Okay, I may have some problems, but I don’t want to waste my time going to something twice a week that’s not going to help me”
- **You don’t want to go to this program ‘cause you don’t think it will help**
- **But you do recognize there are some problems**

Emphasize Personal Choice and Control

- “I don’t want to go to this program! Okay, I may have some problems, but I don’t want to waste my time going to something twice a week that’s not going to help me”
- **1. It’s your decision**
- **2. Here’s what will happen if you don’t go**
- **3. But it’s still your choice,
You have control over this.
(What do you think you’ll do?)**

3 parts



5 advantages that MI offers for SUD work and Treatment Courts

5 +1 Benefits

- (1) MI was developed for those more resistant, angry and reluctant to change
 - PTSD
 - Dual diagnosis
- (2) MI is an EBP due to engagement and retention and MI is complimentary
 - (a) client more engaged (b) client finishes / intended
- (3) MI is learnable (indirect benefits)
- (4) MI crosses cultures well
- (5) MI is a "good fit" for compressed time frames

The 6th Benefit

(6) MI empowers M.A.T.

- The "how" of MAT is often the focus, need to consider the "why?" or "if..."
- MAT needs
 - (a) Willing acceptance
 - (b) active participation
- Research finds MI a "powerful tool" for tapering opioids

The 3 C's of MAT:
Choose, comply, continue

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