

HeartStream Education
STRENGTH-BASED SERIES
Motivational Interviewing Training

PART ONE
Motivational Interviewing:
Bypassing Resistance—Evoking Positive Behavior Change

This three-day institute is a skill-based strengths training that focuses on skill-building for direct practice for corrections staff working with challenging inmates (clients). Seven (7) modules will be presented over the three days, utilizing multimedia presentations, interactive lecture and facilitated small and large group exercises. A mixture of small group discussions, videos, case scenarios and full room exercises keep the training pace lively and engaging.

The emphasis for this training through all seven (7) modules is on skill-building and “theory-to-practice” group work for direct application of these various curriculums. A review of these modules include:

1. The Spirit of Motivational Interviewing: Case Studies—Review and Discussion

This training begins by developing the mindset necessary to begin Motivational Interviewing (MI). Didactic lecture, examination of case studies, small group and large room discussion will demonstrate the values, mindset and attitudes of this approach. Participants learn what’s needed to stop the arguing and challenging with clients and begin to more effectively build motivation. This first module will model “MI” by allowing the training participants to become involved in their learning—with activities and engagement.

2 . The Stages of Change Theory: Change is a Process not an Event

Our programming often makes a common mistake: When clients come before us, we immediately focus on telling them how to change and give them prescriptive advice while we miss the critical focus that they are in a very different place: back trying to build the commitment and decision to change. This module will outline Stages of Change theory that is derived from important research regarding human behavior change. This research postulates that there are six (6) stages a person will work through to change problem behavior or an addictive habit. Motivation is a state of readiness or eagerness to change and is a state that can be influenced! Learn how to increase the effectiveness of your program efforts by aligning them with the client’s stage of change.

3. Five (5) Exercises to Increase the Connection to Your Client

It is crucial to understand some well-intentioned efforts with inmates can actually make them more “stuck” in the problem. Stop the challenging and arguing—learn how to bypass resistance to start tough inmates moving toward healthy outcomes. This module will be a hands-on, highly interactive morning of learning how to connect with those we work with and build appropriate relationships to increase positive behavior change. Be ready to “get up and get going” and have commonly-held ideas challenged with small group and full room exercises. With budgets decreasing and caseloads rising, many staff members bemoan their lack of quality time with those they are responsible to oversee. This module helps to focus staff on how to make the most progress (optimizing results) in what little time is available. Simply put, you can both raise or lower a person’s motivation and cooperation in a very short time one has for an interaction or appointment.

4. Client Resistance: Strategies to Clarify Ambivalence and Bypass Resistance

Review 40 years of outcome research and learn what it suggests for working with challenging clients. This module involves role play practice to learn direct practice techniques to improve our connections to clients. MI believes resistance is a normal experience in our work and suggests we bypass and maneuver around resistance rather than confront it “head-on” which only serves to more resistance. Increase your staff’s tool box by practicing several key techniques to increasing connections with clients.

The six (6) concerns (and understanding the consequent counseling “traps”) of interviewing and staff/client interactions involve:

1. “Dance, Don’t Wrestle!” (“The Confrontational-Denial Trap”)
2. People Don’t Change in Treatment, People Change in Relationships (“The Expert Trap”)
3. Focus on the Science of “Getting Up” (“The Blaming Trap”)
4. Work to Understand the Client’s Point of View (“The Premature Focus Trap”)
5. The Person’s Not The Problem, The Problem Is The Problem (“The Labeling Trap”)
6. Active Listening Turns the Wheel of Change (“The Question-Answer Trap”)

5. The Research on Motivation: The Change Conditions of Desire, Ability, Reason & Need

Staffing groups are well-versed in the many forms of client resistance (arguing, interrupting, avoiding, ignoring, etc). Yet, many staff are not as familiar with the behaviors and language of client change. Consider that we have forty years of science regarding problems and how clients “fall down” but our field does not has not placed the same

attention to the science of behavior change and how clients “get up” and move out of their predicaments.

This module seeks to educate staff on the critical ingredients to behavior change outlined in new research (2002, Miller & Rollnick). Help your staff to spot when a client has “turned the corner.” Increase focus and vigilance to the conditions that foretell when change is imminent and what can be done to increase the conditions necessary for change to occur. This module will help staff to learn more about the science of “getting up.”

6. Opening Exercises: Getting Started with step-by-step Procedures

Once recent staff training ended, did it continue to develop and build within your staffing group? Or was the training so full of didactic lecture and theory that it held little application value when staff returned to work and their actual day-to-day efforts with clients? Participants will be pleasantly surprised at the level of engagement and practice in this module. This module focuses on learning transfer for direct practice for beginning the methods of Motivational Interviewing. Trainer demonstrations, role plays (and “real plays”), dyads, triads, structured feedback, video examples, “tag teams” and small group as well as full room exercises will all combine to make this module full of learning and application.

7. Taking it Home: Integration Efforts/Issues

This module continues the work started in Module 6. Guided group discussion, a video example and pencil/paper work will all combine to insure that “next steps” are identified and beginning commitments are established. Obstacles and favorable applications will be reviewed. Participants will decide where Motivational Interviewing could effectively fit within their agency programming. Would it be best applied as a prelude to programming or treatment to raise motivation to participate? MI can also be woven continuously throughout treatment or program participation. Is Motivational Interviewing best applied as a fall-back option or should it permeate programming? Options, opportunities and “taking it home” will be discussed.

Modules Review:

1. The Spirit of Motivational Interviewing: 3 Case Studies—Review and Discussion
2. The Stages of Change Theory: Change is a Process not an Event
3. Five (5) Exercises to Increase the Connection to Your Client
4. Client Resistance: Strategies to Clarify Ambivalence and Bypass Resistance
5. Research on Motivation: The Change Conditions of Desire, Ability, Reason & Need
6. Opening Exercises: Getting Started with step-by-step Procedures
7. Taking it Home: Integration Efforts/Issues

Upon completion, participants attending this training will be able to:

- Discuss the Stages of Change theory and how to influence an offender to move through those stages
- Use motivational interviewing strategies that can increase both offender participation and increase their personal responsibility for behavior change.
- Apply "change focused" strategies and take advantage of ALL resources available for positive behavior change.
- Apply your knowledge and skills to engage the reluctant probationer.