COLLEGE OF HEALTH PROFESSIONS: School of Social Work
Using Motivational Interviewing METHODS in Counseling Groups

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How might MI methods enhance group effectiveness?
Workshop Objectives

- Clarify MI process
- Explore interconnect between MI process and group development
- Identify activities that integrate MI methods into group counseling
Methods:

Brief instruction, structured learning activities, demonstrations, skill practice

Sources:

– Miller & Rollnick (2013): Motivational Interviewing
– Wagner & Ingersoll (2013): Motivational Interviewing in Groups

Acknowledgement:

Adapted from Northwest ATTC Dr. Steve Gallon and Dr. Janis Crawford
Hallmark characteristics of MI
• Acceptance and compassion
• Collaborative partnership
• Establishing a focus/goal
• Exploring reasons to change
• Strengthening motivation and commitment
Research on Motivation

• Assume ambivalence

• Motivation is interactive and interpersonal

• Motivation is influenced by counselor style and expectations

Internal motivation is more likely to produce change that lasts

Client talk about change predicts action
Spirit of MI

Partnership

Acceptance

Compassion

Evocation
WHAT MAKES MI DIFFERENT?

- Counselor RESISTS fixing
- Emphasizes AMBIVALENCE as NORMAL
- Acceptance & Support can yield CHANGE
- Evokes talk about the FUTURE
- Reframes resistance as DISCORD
Discussion

How have your professional thoughts, feelings, and/or behaviors been modified since first being trained in or introduced to Motivational Interviewing?
The MI Process of Change

- Engage
- Focus
- Evoke Motivation
- Plan
- Act

p. 4
Strength of Relationships (Engage)

Clarity of Group Purpose (Focus)

Group Effectiveness

Structure and Relevance (Evoke)

Interdependence (Plan & Act)
Leadership Principles

1. Normalize AMBIVALENCE

2. MOTIVATION
   + Confidence + Willingness
   Importance

3. Combine EMPATHY & DIRECTION

4. Embrace the SPIRIT of MI
Leadership Behavior

Be IN THE PRESENT

POSITIVE AND HOPEFUL Focus

Explore the FUTURE
Overall, MI groups focus more on making positive changes than on resolving problems.”

Chris Wagner (2016)
1. Key elements of MI
2. What makes MI different
3. Uses of MI in group
4. Leadership principles and behavior
5. How MI fits you, your agency, and your groups
The Language of MI

**Spirit**
- Partnership
- Acceptance
- Compassion
- Evocation

**Skills**
- Open Questions
- Affirmations
- Reflections
- Summaries
- Advice with Permission

**Process**
- Engaging
- Focusing
- Evoking
- Planning
# Core MI skills

<table>
<thead>
<tr>
<th>Skill</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Open questions</strong></td>
<td>exploration</td>
</tr>
<tr>
<td><strong>Affirming</strong></td>
<td>note strengths, appreciations</td>
</tr>
<tr>
<td><strong>Reflecting</strong></td>
<td>convey intent, meaning</td>
</tr>
<tr>
<td><strong>Summarizing</strong></td>
<td>essence, linkage, transition</td>
</tr>
</tbody>
</table>
| What... | ...do you think...?  
|         | ...was that like...?  
|         | ...might cause you...?  
|         | ...would happen if...?  
| How...  | ...does that make you...?  
|         | ...might you like to...?  
|         | ...could you...?  
|         | ...would you like...?  
|         | ...can you get past...?  

Affirmations

Increase change talk

Reduce sustain talk

J Subst Abuse Treat. 2016 Feb
Something you appreciate  Acknowledging effort

Noticing a value  Something positive

AFFIRMING
<table>
<thead>
<tr>
<th>Reflecting Level</th>
<th>Description</th>
</tr>
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</table>
| Simple          | - Close paraphrase  
                 | - Keeps flow going |
| Double-sided    | - Describes both sides of client’s ambivalence |
| Complex         | - A guess about deeper unsaid meaning/emotion |

What you think the person means
SUMMARIES

3 Types

- Synthesis: What’s been said
- Linking: Connecting inputs
- Transitions: Shifting the focus
Client talk ABOUT change

• OA&R increase change talk
• Giving information and closed questions reduce change talk
• Affirmations reduce sustain talk
• By using OARS counselors improve potential for change
discussion

“What core MI skills do you prefer? Which come easily and which take a bit more work to feel proficient?”
MI PROCESS GOALS

1. Engaging
   • Strengthen relationships

2. Focusing
   • Clarify purpose, resolve conflicts, & increase skills

3. Evoking
   • Elicit motivation for change

4. Planning
   • Commit to action steps
Parallel processes

Group Development
- Forming
- Storming
- Norming
- Performing

MI Process
- Engaging
- Focusing
- Evoking
- Planning
MI Methods in Group

- Evoke energy
- Bridge change targets
- Link participant comments
Engaging group members

ENGAGE

OARS

E-O-E

Dyads

Exercises

Model

Reframe
Getting members engaged

- Orientation
- Decontaminate Referral
- Structured Activities
- Proactive Goals
- Shift focus to the future
“If the client is raising the problems and you’re providing the answers, you’re in the wrong chair.”

Miller & Rollnick (2013), p.273
Methods for:
1. building relationships
2. focusing participation
3. evoking motivation for change
4. change planning
MI Processes

Integrate
ACTION

Engage

Focus

Plan

Evoke
Group processes

1. Engaging
   - Strengthening relationships

2. Focusing
   - Clarifying purpose

3. Evoking
   - Eliciting personal motivation for improving life situation

4. Planning
   - Committing to specific action steps
Evidence

Members of MI groups increase:

✦ Sense of autonomy
✦ Readiness to change
✦ Awareness of ambivalence
✦ Willingness to try new behaviors
✦ Attendance
✦ Participation
✦ Completion rate
1. Define ‘lifestyle’ – How we spend our time
2. Ask members about their lifestyle habits
3. Summarize patterns you hear
4. You can ask, “How does________ fit in?”
5. Facilitate sharing both positive and negative aspects of ________.
6. Ask, “How have your habits impacted your health, your relationships, other aspects?”
7. “What habits would you like to develop?”
1. Define ambivalence
2. Describe ambivalence as normal
3. Note you are not trying to force change
4. Goal is to be more aware of our choices and what keeps us stuck
5. Invite members to share issues about which they feel ambivalent
6. Be sure to acknowledge both sides of ambivalence
Change talk

Member focus is the key
LISTEN FOR...

Self-expressed language

...that is an argument for change
Desire
Ability
Reason
Need

Preparatory change talk
Commitment

Activation

Taking steps
HOW TO ELICIT CHANGE TALK

Evocative questions
- How...? What...?

Elaboration request
- Tell me about...

Using extremes
- The worst...? The best...?

Looking back
- How were you able to...?

Looking forward
- What does success look like?
Using Rulers
Using Rulers

• Follow-up to evoke change talk
  ➢ “Why a 6 and not a 3?” ➡ What’s pushing client toward change
  ➢ “What would it take to move from a 6 to an 8?” ➡ Possible next steps in change process
1. Place numbers 1-10 on floor
2. Participants asked to position themselves on the continuum with regard to IMPORTANCE of the change each is considering
3. Discuss in large group, asking participants
   – What makes you a ___ and not a___ (lower)?
   – What would have to happen to move you from a ___ to a ___ (higher)?
4. Use OARS to highlight change talk and encourage more sharing
Importance and Confidence

1. Ask members to think of 1 specific change they would like to make
2. Draw a line on flipchart or whiteboard:
   0..........................5..........................10
   no importance          medium          high importance
4. Ask members to share their importance rating
5. Ask why the number and not zero?
6. Ask members to make a confidence rating
7. Again, why the number and not zero?
Change Success Stories

1. Ask members to think of 2-3 things they have accomplished in their life
2. Reflect and summarize
3. Ask, “How could you apply what you learned to your current situation?”
4. If need be, remind the group that everyone has had successes in their life
5. Note themes
Process 4
PLANNING
Moving to Action

Build confidence

What
Where
When
How

Share outcome

Commit to act
• Key elements of MI
• Importance of MI Spirit
• Core skills: O-A-R-S
• Leadership principles
• MI processes that parallel group development
• 6 strategies to enhance focus
• 4 strategies for evoking motivation
• 2 strategies for action planning
Many MI resources on the web

- www.motivationalinterviewing.org
- www.motivationalinterview.net
- Examples of MI interviews on YouTube
  - www.youtube.com/user/teachproject#p/u
- Addiction Technology Transfer Centers
  - www.attcnetwork.org
To get The Full MI For Groups Training
Contact:

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