**Motivational Interviewing In Supervision & Coaching**

**Lesson 1: Applying the Spirit Of MI to Work Relationships**

|  |  |
| --- | --- |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****One way you can or do operationalize this component in your Supervisory/Coaching relationships:****Challenge in Supervision/Coaching:****Possible MI Response:** |  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****One way you can or do operationalize this component in your Supervisory/Coaching relationships:****Challenge in Supervision/Coaching:****Possible MI Response:** |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****One way you can or do operationalize this component in your Supervisory/Coaching relationships:****Challenge in Supervision/Coaching:****Possible MI Response:** |  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****One way you can or do operationalize this component in your Supervisory/Coaching relationships:****Challenge in Supervision/Coaching:****Possible MI Response:** |

Activity Instructions:

Consider all the materials we have reviewed this week as well as the discussion from our live session. Take some time to reflect on:

1. First your understanding of each component of the MI spirit and how that component is operationalized in your work with clients (i.e., how do you both understand AND SHOW compassion in your work with clients?)
2. Now take that same understanding of each component and apply it to the supervisory and/or coaching relationships you have at work. (If you are not currently supervising or coaching others, consider how supervisors or coaches you have worked with showed (or didn’t show) these concepts and imagine how you would like to operationalize these concepts when you begin this work.) Try to be specific. Think about actual people you work with. Tell us one way you do or can SHOW this each component in your supervisory/coaching relationships. (think observable behavior)
3. As you ponder the options for operationalizing these concepts in your supervisory and coaching relationship, take note of the particular challenges that may arise in so doing. Consider the culture of your work environment, the spoken and unspoken ‘rules’ of relationship and engagement. Where do you foresee conflicts arising between your work environment and the “MI Way?” Tell us one challenge you have identified for each component.
4. Once you have at least one challenge identified for each of the 4 components, consider what a possible MI response might be. What would “MI” say about that challenge and what suggestion might “MI” give to how to approach and resolve this challenge?