





Motivational
Interviewing:
Implementation
Workshop 2

Determining Strategy &
Integrating MI Into
Existing Practice

1

Who Are We?




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Who Are You?

1. Name
2. Organization
3. In 3 words, why do you do what you do??

3



POLL

A few questions to start getting to know each other!

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Goals of This Workshop

- Determining Strategy
- Integrating MI into Existing Practices
- Discussion & Questions

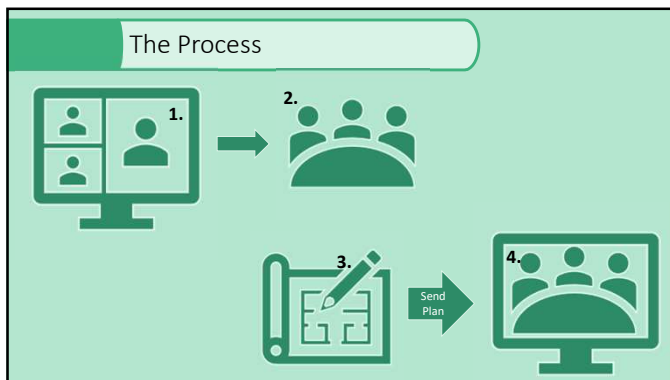
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Setting Expectations

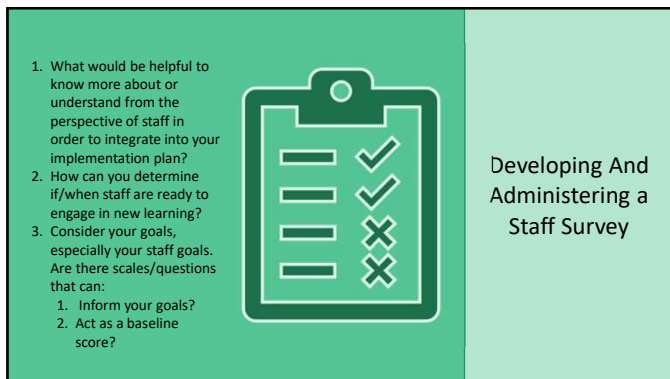
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To be submitted by January 6th, 2023

Submitting a Conversation for Coding

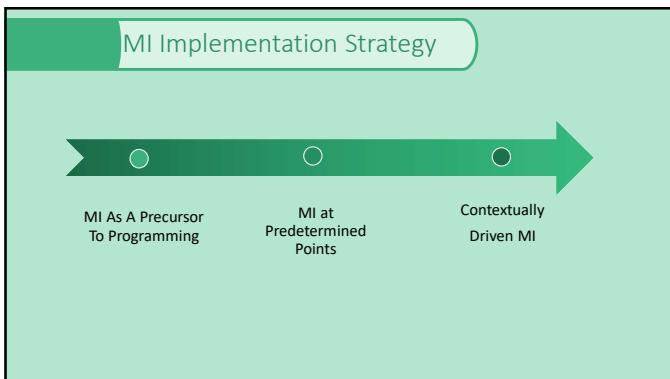


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Determining Implementation Strategy

Decision 3


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MI As A Precursor to Programming

Generally, 1-7 Sessions Prior to Program Start




Perhaps for Intake Staff?


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Intake/Precursor



Revisiting Goals/Assessment



Completion/Graduation




Attrition Points

MI at Predetermined Points

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Contextually Driven MI



Generally, for staff that work with clients directly on goal development and attainment

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The diagram consists of six interlocking puzzle pieces arranged in a circle. Clockwise from the top, the pieces are: Intake Staff (dark green), Precursor (medium green), Education Staff (light green), Security Staff (light green), Predetermined (light green), and Counseling Staff Contextual (dark green).

You Will Likely Need Different Strategies for Different Staff Roles

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Determine which staff roles will be asked to use MI in the following ways. This will determine the level and type of training each staff role will need!

Precursor	Predetermined Points	Contextually Driven
Intake workers	Educators	Case Managers
	Security staff	Supervisors

Decision 3 Guide

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Integrating MI Into Existing Practice

Decision 4

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Step 1. List all practices, programs, etc. currently operating.

Brainstorming areas may help:

1. Overarching: mission, protocols, policies, procedures
2. Interactions: meetings, supervisions, case conference, community meetings
3. Paperwork: intake, assessment, screenings, client notes/documentation
4. Data: Client notes, assessments, recording efforts
5. Frameworks: other EBP, curricula, practices, interventions, modalities
6. Other?

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Step 2: Top 10

- Identify the top 10 items that are used most often/consistently and highlight them.
- Make sure to choose at least one item from each area.

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Step 3: Bucket Top 10

Drop those top ten items into one of 3 buckets:

- Similar to MI
- Contradictory to MI
- Both Similar and Contradictory

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Integrating MI Into Existing Practices: Similarities



In what ways are MI and our current program practices *similar* to each other?

1. The spirit and/or philosophical foundation?
2. The tools and practices?
3. The training, coaching & supervision protocols?
4. Therapeutic format?

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In what ways are MI and our current program practices in *contradiction* to each other?

1. The spirit and/or philosophical foundation?
2. The tools and practices?
3. The training, coaching & supervision protocols?
4. Mandates?

Integrating MI Into Existing Practices: Contradictions

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Alignment Examples

Intakes = closed questions, require goals immediately, ask the person to share personal information before they may feel ready.

Attendance Policy


- More than 3 consecutive absences will result in your removal from the program.

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Alignment Example


Similarities Between MI and CBT

1. Talk therapy format.
2. Share common elements of a therapeutic relationship.
3. Empathy – Collaboration
4. Emphasize client activity outside meetings.
5. Empirical support for efficacy.
6. Require ongoing training and supervision for provider competence.




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Alignment Example





Skill Building



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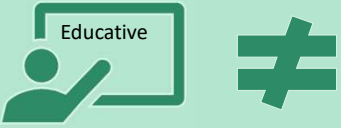
Alignment Example



Motivation Building

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Alignment Example



The slide features a green header with the text "Alignment Example". Below the header, on the left, is an icon of a person pointing at a screen with the word "Educative" written on it. To the right of this icon is a large green not-equal sign (\neq).

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Alignment Example



The slide features a green header with the text "Alignment Example". Below the header, on the left, is a large green not-equal sign (\neq). To the right of the sign is an icon of an ear with the word "Evocative" written below it.

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Alignment Example



The slide features a green header with the text "Alignment Example". Below the header, on the left, is an icon of a presentation board with a checkmark and the text "Solutions Pre-Selected" written below it. To the right of this icon is a large green not-equal sign (\neq).

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Alignment Example




Client Selects Solutions

The slide features a green header with the text 'Alignment Example'. Below the header, there is a large green not-equal sign (\neq) on the left. To its right is an icon depicting two stylized human figures with a speech bubble containing a question mark above them. Below this icon, the text 'Client Selects Solutions' is written in a small, dark font.

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Alignment Example




Adherence and Attendance Mandates

The slide features a green header with the text 'Alignment Example'. Below the header, there is a large green not-equal sign (\neq) on the right. To its left is an icon of a green octagon with a white circle inside and a diagonal slash through it. Below this icon, the text 'Adherence and Attendance Mandates' is written in a small, dark font.

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Alignment Example



Strategies for Client 'Resistance'

The slide features a green header with the text 'Alignment Example'. Below the header, there is a large green not-equal sign (\neq) on the left. To its right is an icon of a pair of green scales of justice. Below this icon, the text 'Strategies for Client 'Resistance'' is written in a small, dark font.

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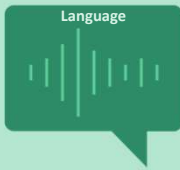




Make a plan for how the team will return to this list in order to work towards integrating more items listed!

**Step 4:
Select 1 Item
from Each Bucket
To Begin
Integrating**


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Bringing into Alignment

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Working Towards Alignment



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Decision 4 Guide

Step 1

Overarching	Interactions	Paper	Osia	Frameworks	Other

→

Step 4

To Be Integrated First

	1
	2
	3

Plan for ongoing work to integrate MI into more items

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Next Steps

3 Determine Implementation Strategy.

4 Follows the steps outlined to identify the 3 items you will start with to work towards integrating MI.

➤ Schedule 1:1 consultation call To review decisions 3 & 4. Please make sure to send us a copy of your decisions at least 3 business days prior to our call.

➤ Our next Implementation workshop to cover decision points 5 & 6 will be February 23rd!

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Next Steps: Training

- Record your 20-minute conversation and submit it by January 6th, 2023 (instructions to do so will be sent via email.
- Training will begin the week of January 9th.
 - You will each receive an email on Monday, January 9th with your personal log-in information for the training website as well as Zoom invites.

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Academy MI Certificate Training


MI PRACTITIONER TRACK
MI SUPERVISOR TRACK

Up to 5 people from Practitioner Cohort A or B who demonstrated MI competence and want to gain skills as MI coaches & supervisors (to be selected in Winter 2023).


Session	Date	Time		
1	Wednesday, April 26 2023	10am-12pm		
2	Wednesday, May 3 2023	10am-12pm		
3	Wednesday, May 10 2023	10am-12pm		
4	Wednesday, May 17 2023	10am-12pm		
5	Wednesday, May 24 2023	10am-12pm		
6	Wednesday, Feb 15 2023	Tuesday, Feb 14 2023	Tuesday, June 6 2023	10am-12pm

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References



MILLER & ROLLNICK, 2013.
MOTIVATIONAL INTERVIEWING:
HELPING PEOPLE CHANGE, 3rd ED.



NIRN, NATIONAL
IMPLEMENTATION RESEARCH
NETWORK



MOTIVATIONAL INTERVIEWING
NETWORK OF TRAINERS

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