Motivational Interviewing:

ASU Center for Applied Behavioral Health Policy
ARIZONA STATE UNIVERSITY

Stages of Change
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AzCEH
ARIZONA COALITION TO END HOMELESSNESS

let's talk. change

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Acknowledgements & Disclaimer

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Introductions

- ▪ Name
- ▪ What is something you do out of habit?
  - – Caffeine
  - – Shopping
  - – Buying things
  - – Nicotine
  - – Bite your nails

Objectives

▪Brief definition of Motivational Interviewing

▪Identify the elements of change and techniques for supporting behavior changes

▪Increase knowledge regarding the application of Stages of Change and practice of MI when working with individuals

▪Describe characteristic of people in each of the Stages of Change

part I: brief definition of Motivational Interviewing

What is Motivational Interviewing?

It is an <u>evidence-based treatment</u> that addresses ambivalence to change. It is a conversational approach designed to help people identify their readiness, willingness, and ability to change and to make use of their own change-talk.

The "Spirit" of MI

Autonomy

Compassion

MI Spirit

Partnership

Evocation
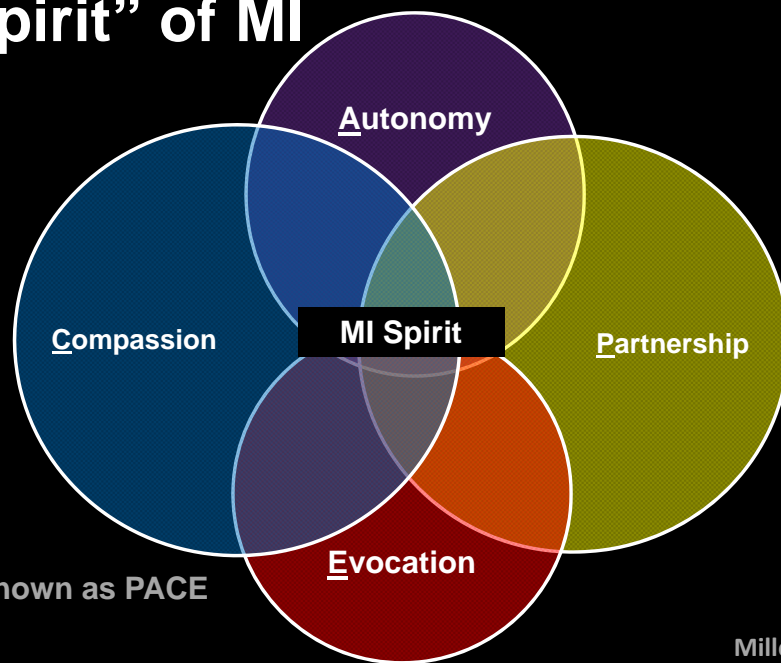
*Also known as PACE

Miller & Rollnick, 2013

part II: **identify the elements of change and techniques for supporting behavior changes**

Change

| Stages of Change | Motivation | Ambivalence |

It is important for the helper to meet the person where they are at … not where they want them to be.

- "**A natural and instinctive response** of trained care providers **is to fix the problem**, make things right, to use knowledge acquired from training and experience to help the individual seeking care to overcome their problems."
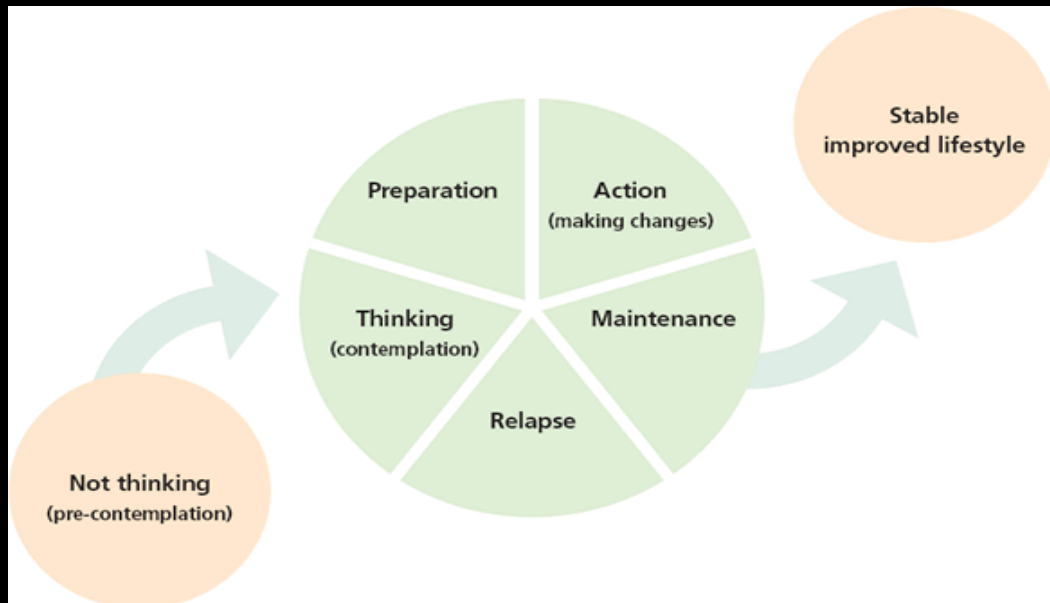
  Miller & Rollnick (2012)

"The Righting Reflex"
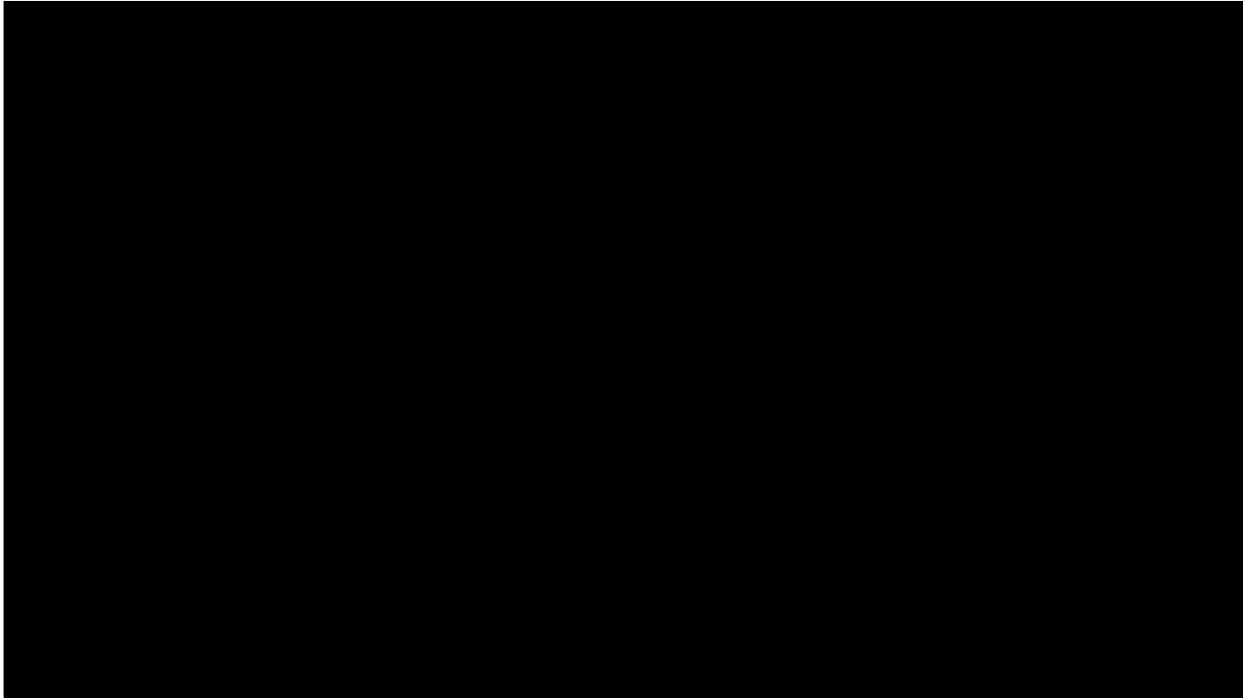
**goal is for individuals
to talk _themselves_
into changing**

part III: **increase knowledge regarding the application of Stages of Change and practice of MI when working with individuals**
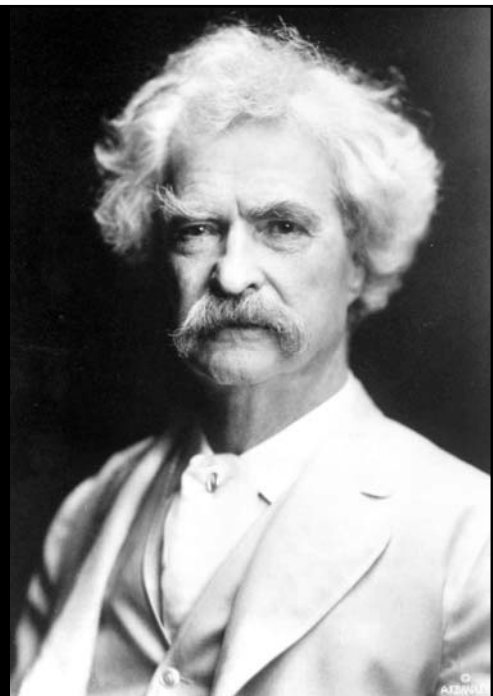
Barriers, Goals, and Strategies

Stages of Change

Preparation

Action
(making changes)

Thinking
(contemplation)

Maintenance

Relapse

Not thinking
(pre-contemplation)

Stable
improved lifestyle

Change is Hard Work!

The only way to keep your health is to eat what you don't want, drink what you don't like, and do what you'd rather not.

-Mark Twain

Pre-Contemplation

Barriers & Misconceptions
- Unaware
- No Connection

Strategies
- Increase Awareness
- Educate
- Examine Discrepancies

It is NOT on their radar screen

pre-contemplation: not aware
can't see the problem

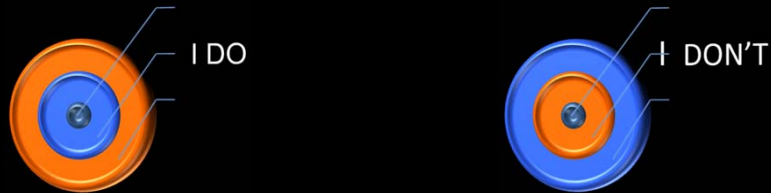# Contemplation

Barriers
- Ambivalence
- Lack of Self-Efficacy

Strategies
- Examine an individual's personal values
- Weigh the pros and cons
- Tip the balance

contemplation: problem acknowledgment
thinking about changing
no specific plans in place

Ambivalence

I DO

DON'T
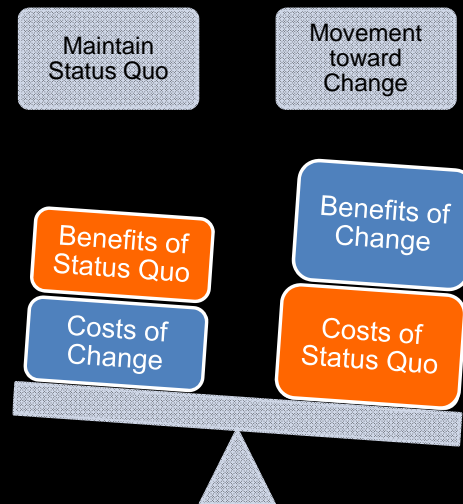
- A state of mind in which a person has co-existing but conflicting feelings, thoughts, and actions about something.
- Ambivalence is normal and it's easy to feel two ways about it. "I do want to change and I don't want to change."
- Simultaneously wanting and not wanting something or wanting both of two incompatible things.

80% of people will be in pre-contemplation or contemplation

Tip the Balance!

Maintain Status Quo	Movement toward Change

Benefits of Change

Benefits of Status Quo

Costs of Change

Costs of Status Quo

Determination/Preparation

Barriers
- Insufficient options
- Lack of knowledge
- Fear of failure, rejection, change or pitfalls

Strategies
- Strengthen commitment
- Effective resources
- Develop realistic timelines and goals

determination/preparation:
focus on solution (problem) and future (past)
small behavioral changes

Reduce Barriers

"I want to quit smoking"

Situation 1 - Driving To Work x 3
Situation 2 - Smoke Breaks With Co-workers
Situation 3 - After A Meal x 4
Situation 4 - When I'm Feeling Stressed
Situation 5 - In Social Settings x 6

Action

Barriers
- Overconfidence in ability
- Unplanned events/crisis

Strategies
- Consistent support
- Focus on successes
- Provide positive reinforcement
- Treatment/Crisis plan

Action: observable

behavioral changes

Maintenance

Potential Barriers
- Unfulfilled
- Lack of competing reinforcers

Strategies
- Affirm changes made
- Develop internal and external rewards
- Help the individual find activities to replace the previous problematic behaviors
- Provide encouragement and Support

maintenance: old behavior is still a temptation (possible relapse)

Relapse

- Strategies
- Relapse <u>can</u> be a normal part of the recovery process
- Assist the individual in learning from the relapse before committing to a new plan of action
- Discover the triggers that lead to the relapse

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relapse: not offered as a contingency plan but learn from relapse
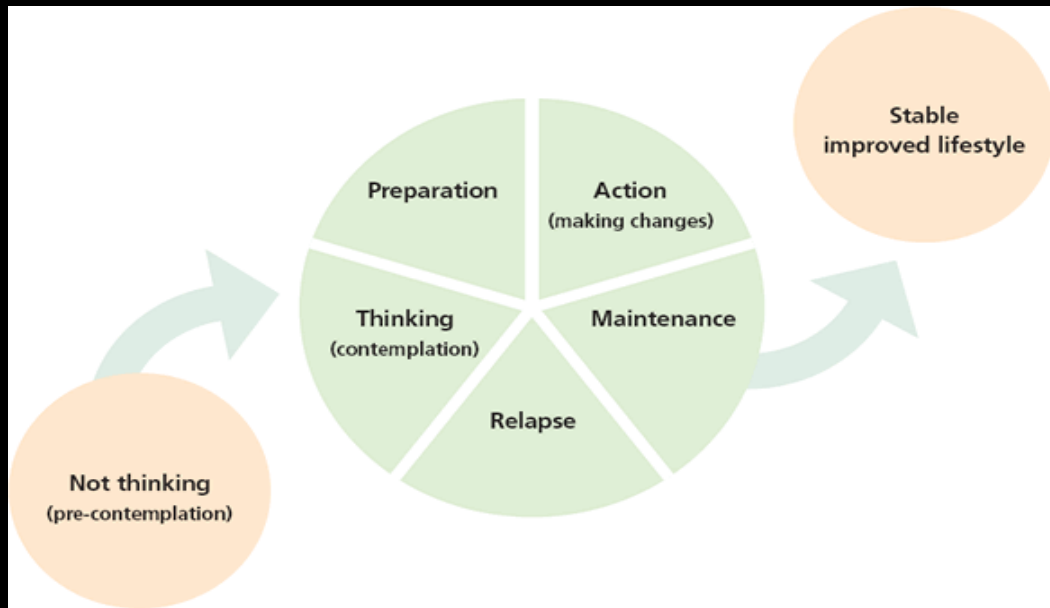
Stable Improved Lifestyle

- Relapse is less likely and a new stable lifestyle is present
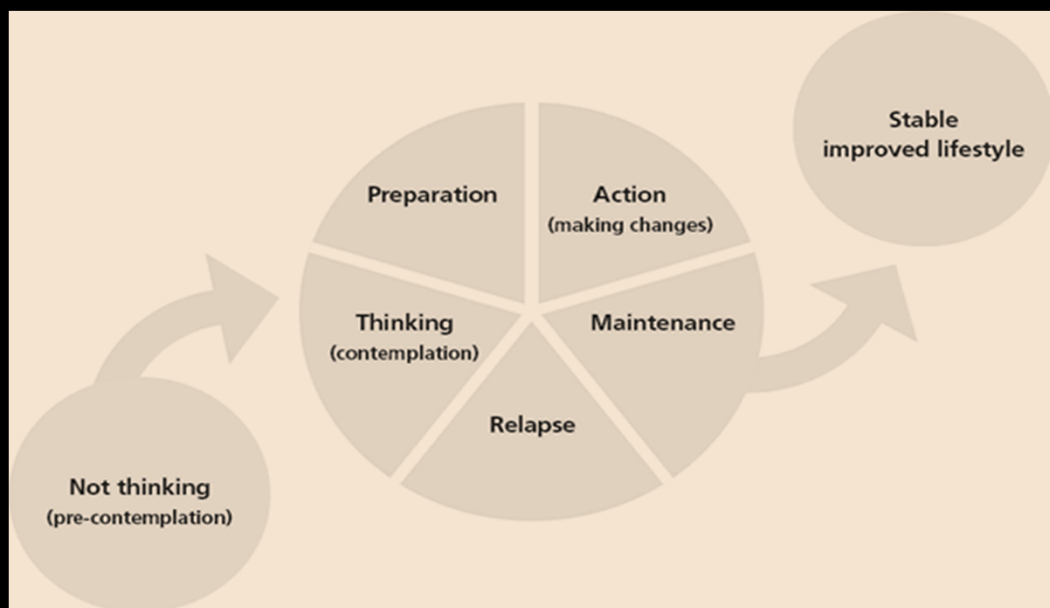- Strong coping skills
- New habits are adopted

stability: not triggered and moved on to another goal

Activity: Guess the Stage of Change

- "I think I may need to slow down on my drinking"

- "I went ahead and made some changes so I'll be ready to take the substance abuse class"

- "It hasn't been easy but I've been going to the class and even done the homework."

- "I don't have a problem. The people around me do"

- "I am so proud to have got my 5 year chip"

part IV: practical application

What is your statement of change?

Exercise

Think back to the behavior that you have been considering changing, but you have been ambivalent about.

Ask yourself:
1. How long have you been considering changing this behavior?
2. What has stopped you from making the change?
3. What would need to happen for you to make the change?

Assessing Motivation

The mental process, function, or instinct that produces and sustains incentive or drive in human and animal behavior.

Components

- **Willing:** Degree of discrepancy between current behavior and future values
- **Able:** Confidence for change
- **Ready:** Has to do with priorities

Ultra Brief Personal Action Plan

- Do something that you wouldn't normally do for yourself…
- "Is there something that you could do by the next time we meet that you would find valuable/helpful?"
- "What is one thing you could do towards reaching your goal?"

part V: describe characteristic of people in each of the Stages of Change

Pre-contemplation

Participant:
- May or may not be aware of the problem
- Overwhelmed, hopeless
- Resigned, low energy
- Hostile, high energy
- No feeling of control
- Denial
- Little or no fear of consequences
- Minimizes harmful consequences

Helper: Build Trust & Rapport
- Non judgment
- Accept client-autonomy
- Empathy
- Listen and help clarify
- What are participants goals?
- Provide information
- Focus on Safety (reduce harm)
- Look for Ambivalence

Pre-contemplation

Reluctant	Rebellious	Resigned	Rationalizing
• Not aware of problem behavior or harm • Not thinking about change • Passive • Fearful or uncomfortable with change	• **Does** see the problem behavior • Lots of emotional energy to resist change • Will argue and be hostile	• **Does** see the problem behavior • Overwhelmed, hopeless • Lack of energy	• **Does** see the Problem • Appears to have all the answers • Intellectualizes and Minimizes the harm • Resistance lies in "thinking" rather than emotions

Contemplation

Participant:
- Acknowledges that a problem exists
- Ambivalence is high!
- Struggles to understand the problem and possible causes and solutions
- Considers action-this could take time!

Helper: Build Trust & Rapport
- Clarify Ambivalence-Tip the balance!
- Assess how long they have been contemplating change. Past attempts to change?
- Give accurate information, make it personal
- Don't forget the positive (what is the client getting out of the negative behavior?)
- Increase self-efficacy (confidence)

Determination/Preparation

Participant:

- Motivation for change evolves into a plan of action
- Gathers knowledge and resources necessary for change
- Client begins to set goals with realistic timelines
- Many clients get overwhelmed and get stuck here!

Helper:

- What are participants goals?
- Change plan should be acceptable, accessible and effective
- Identify and troubleshoot barriers and triggers
- Identify Supports
- Menu of options

Action

Participant:

- Implements plan
- Client begins to modify behavior
- Gives greatest commitment of time and energy
- Most visible to others

Helper:

- Careful listening
- Affirmation
- Does plan need revision? Plan for relapse
- Build self-efficacy!
- Action is not change, it is only one step in the process

Maintenance

Participant:
- Sustains behaviors
- It takes time to make actions into established behaviors
- Work with relapse triggers
- Realize that relapse is a potential part of the process not failure

Helper:
- Careful listening
- Affirmation
- Identify triggers, unexpected stress
- Plan for relapse

Relapse

Participant:
- Fear that the habit is stronger than they are
- Takes place gradually after initial slipup
- Self efficacy erodes
- Why:
  - Strong unexpected urge
  - Relaxed guard
  - Didn't realize cost of the change

Helper:
- Opportunity to learn
- Normalize Relapse
- Help them understand the cycle of change
- Tweak the plan

part VI: next steps

Additional Information & Resources
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Additional Resources

Miller & Rollnick

Motivational Interviewing: Helping People Change
(3rd edition, 2012)

Available used on Amazon

Questions & Comments

References & Links

Miller & Rollnick
http://www.motivationalinterview.org

SAMHSA's National Registry of Evidence-Based Programs and Practices, MI Overview
http://www.nrepp.samhsa.gov/ViewIntervention

Prochaska & DiClemente
http://www.prochange.com/transtheoretical-model-of-behavior-change