



Motivational Interviewing

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“MI is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person’s own reasons for change within an atmosphere of acceptance and compassion.” (Miller & Rollnick, 2013)

Spirit

A **Partnership** is established when people are respected as the experts of their lives and practitioners are simply assisting change. Practitioners display **Acceptance** by being non-judgmental, seeking to understand, and expressing empathy. Use **Evocation** to discover a person’s resources and skills that can draw out their priorities, values, and wisdom. Prioritize the person’s wellbeing in a selfless manner through **Compassion**.

Core Skills

- Open Questions - Explore what the person already knows
- Affirmation - Affirm strengths, efforts, past successes
- Reflections - Seek understanding by repeating/rephrasing
- Summarizing - Reinforce the person's key points
- Attend to Change Language - Focus on what is being said about willingness to change
- Exchange of Information - Only share information with the person's permission

Fundamentals

- Engaging
- Focusing
- Evoking
- Planning

When to Use

Ambivalence is high and people are stuck in mixed feelings about change

Confidence is low and people doubt their abilities to change

Desire is low and people are uncertain about whether they want to make a change

Importance is low and the benefits of change and disadvantages of the current situation are unclear

Stay tuned for more information on upcoming MI Training

For additional information [click here](#) to visit the Best Practices and Innovative Strategies Intranet Webpage