

MOTIVATIONAL INTERVIEWING:

A FOCUS ON EVOCATION TECHNIQUES TO ELICIT AND STRENGTHEN CHANGE TALK

4/8/25



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Dedicated to Inspiring & Empowering in Your Communication

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Training Facilitator

Brenda Jennings, Motivate 2 Communicate, LLC



- Member of Motivational Interviewing Network of Trainers (MINT)
- Training MI for over 18 years
- MA Johns Hopkins University
- BA Midland University

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Introductions

- Name
- Field of work/clients you serve
- What you would like to learn from this training

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Description

Motivational Interviewing (MI) is an evidence-based technique of effectively communicating with others, to gain rapport and trust, obtain more information, address risk behaviors, and evoke internal motivation to sustain long term behavior change. MI can also be paired with other modalities to increase effectiveness.

Gaining skill proficiency in this technique is a process and like learning a new language requires much practice and feedback. Participants will learn the history and broad application and pairing of MI as an evidence-based practice and gain a better understanding of the use of ten Evoking Change Talk Techniques to strengthen client commitments to change. This training is for participants new to MI or trained previously in MI at all levels.

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Objectives

- 1) Describe the history and development of Motivational Interviewing and how it is learned.
- 2) Explain how the use of MI approaches differ from traditional approaches in motivating behavioral change, and how it can be paired with other evidence-based modalities to increase effectiveness.
- 3) Display the Spirit of MI and the ten Evoking Change Talk techniques to elicit and strengthen client/patient behavior change.

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Agenda

Agenda for Session #1:

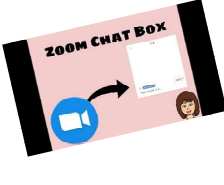
8am-8:30am	Log onto Zoom
8:30am-8:45am	Introduction to Training/Facilitator
8:45am-9:15am	Brief History of MI/How MI is Learned
9:15am-9:30am	MI Approaches vs Traditional Models of Behavior Change/MI paired with Other Evidence Based Models
9:30am-10am	MI Spirit
10:15am-10:30am	Break
10:30am-11:30am	10 Evoking Change Talk Techniques
11:30am-11:50am	EARS Strengthening Change Talk and Commitments to Change
11:50am-12pm	Wrap Up/Questions/Resources

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Chat Room and Polls






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MI Introduction Polling Question



What is your prior knowledge of MI coming into this training?

- ☐ Extensive knowledge and background in MI
- ☐ Somewhat familiar with MI
- ☐ Not familiar with MI

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Motivational Interviewing

A Definition

A particular way of talking with people about change and growth to strengthen their own motivation and commitment.

Simplified in the 4th Ed MI Book

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Why “Interview” ?



- **Inter** (between, together)
- **View** (see)
- **Interview** (to see together)

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Evidence Base

- Over 2000 article publications on MI
- Over 200 randomized clinical trials
- Translated into over 75 different languages
- A key component of evidence based models
- Professional Organizations Support/Provide Training (just to name a few):
 - Case Management Society of America
 - Center for Early Education and Development
 - American Pharmacists Association
 - Institute for Family Development
 - American Probation and Parole Association
 - National Institute of Corrections
- Education accreditation standards

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Motivational Interviewing Origins

William R. Miller: Examined behavior of counselors and deduced:

- Direct persuasion results in negative reactions (defensiveness, resistance)
- MI: An alternative to direct persuasion
- USA: Culture of conflict in treatment in the 1980's did not seem to support interest in MI

Bill Miller Video:
<https://youtu.be/HgSL2YKR8Z8?si=qkilBeIZS8MzXga9>

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Supportive Theories

- Social Learning Theory
- Reactance Theory
- Self Determination Theory
- Protection/Motivation Theory
- Transtheoretical Theory (Stages of Change)

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https://motivationalinterviewing.org/about_mint

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MI Polling Question

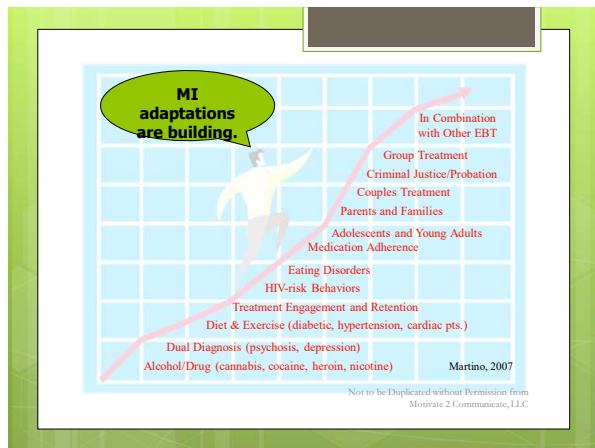


When might you use MI?

- ☐ Difficult conversations about change
- ☐ In conversations where I want others to do something I believe would work to help them
- ☐ I am not sure when I might use MI

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Eight Stages in Learning MI

1. The spirit of MI
2. OARS – Client-centered counseling skills
3. Recognizing and reinforcing change talk
4. Eliciting and strengthening change talk
5. Rolling with resistance
6. Developing a change plan
7. Consolidating client commitment
8. Shifting flexibly between MI and other methods

Change Companies Video: How MI is Learned

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MI Polling Question

How is MI Learned?

☐ In a single training

☐ Over time by practicing and getting feedback

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Phase I & II: Laying the Foundation of MI

MI Boosters: Building Upon the Structure of MI

Agency Communities of Practice: Strengthening the Structure



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Evidenced Based Practice

Eight Guiding Principles

For Risk/Recidivism Reduction



Change Companies video: The Evidence Base

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Partnership

Acceptance
Self-Worth
Accurate Empathy
Autonomy Support
Affirm

**Evocation/
Empowerment**

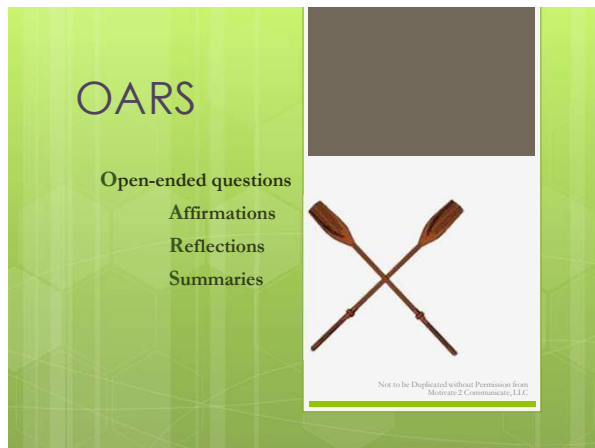
Compassion

SPIRIT
OF
MI

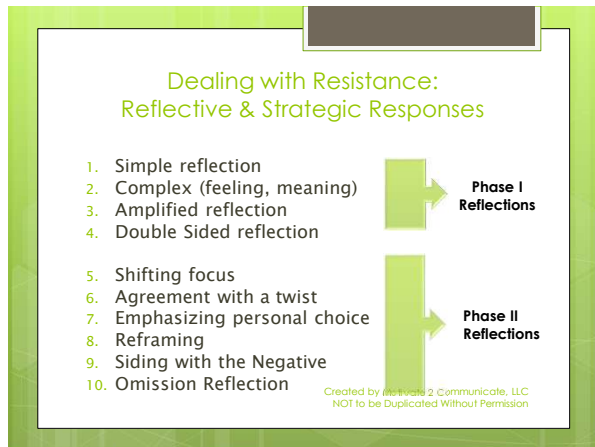
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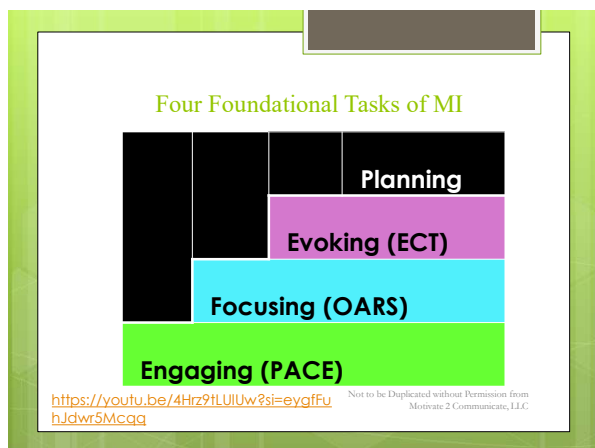
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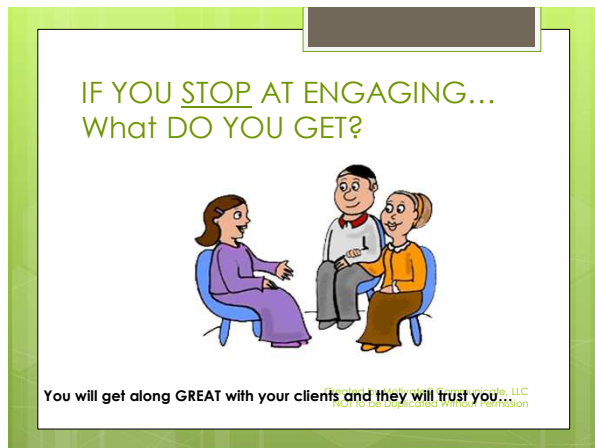
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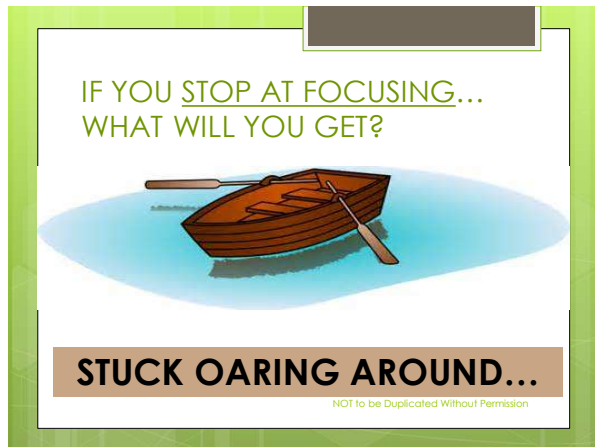
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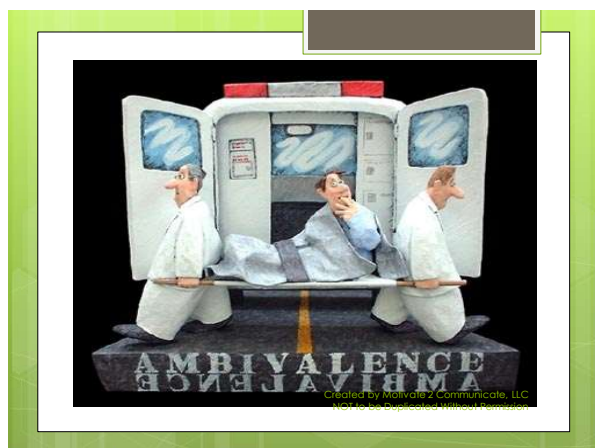
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MI Polling Question



Increasing ones own change talk can predict behavior change?

☐ True
☐ False

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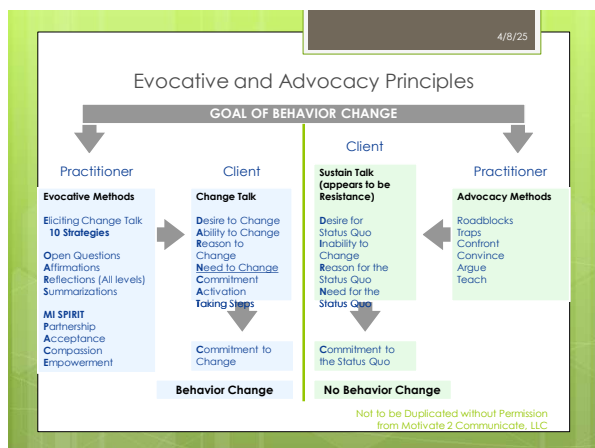
Paradox of Ambivalence

- Take one step in one direction (change or stay the same) and the other starts to look better.
- And then we are right back where we started, STUCK ON THE FENCE!
- Why?



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Type of Change Talk

Preparatory change talk—DARN

- **D**esire to change- “I want to... I wish...”
- **A**bility to change- “I can... It’s possible...”
- **R**easons for change- “I should... Why do it anymore?”
- **N**eed to change- “I must... I have to make a change...”

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Types of Change Talk

Mobilizing change talk—CAT.

- **C**ommitment to change—“Next week I’ll call about that treatment group.”
- **A**ctivation—“I’m ready to get a job.”
- **T**aking steps—“I told my boyfriend if he can’t stop using, then he can’t be around me anymore.”

Respond to change talk more than resistance/sustain talk

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Change Talk

Change talk vs. sustain talk—

- **C**hange talk—the positive side of ambivalence, reflects motivation to change.
- **S**ustain talk—
 - Other side of ambivalence, all the reasons not to change.
 - Different from resistance: doesn’t necessarily indicate unwillingness to change/signal defensiveness.

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Sustain Talk

Change talk vs. sustain talk—

- Sustain talk—**
 - Validate as authentic, as likely is understandable.
 - Can ask for elaboration to help the client explore it.
 - AVOID** treating sustain talk as resistance to change.

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How Can Change Talk Be Evoked?

<https://youtu.be/YlhMsTdZMVM?si=L98YqF5bnbh-Up5F>

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10 Strategies for Eliciting Change Talk

*See Handout

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MI Becomes More Directive EARS

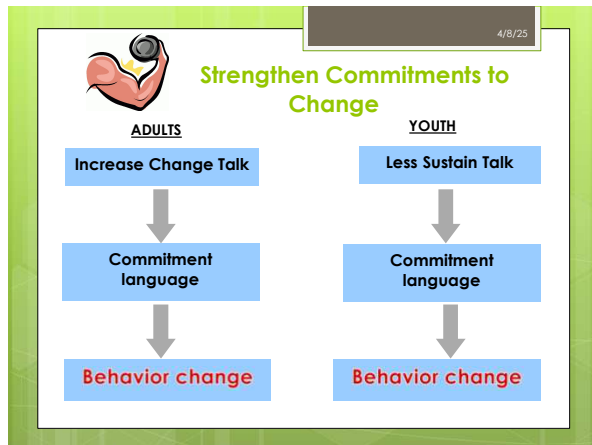


HEAR IT THEN STRENGTHEN CHANGE TALK

Elaborating Change Talk- “What Else?”
 Affirming Change Talk- “You are working hard on this change.”
 Reflecting Change Talk- Selectively Reflect change talk utilizing *all* reflection levels
 Summarizing Change Talk- Collect change talk in “bouquet” summaries

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MI Resources

- MI Website: www.motivationalinterview.org
- Miller, Rollnick: Motivational Interviewing, 2nd Edition
- Miller, Rollnick: Motivational Interviewing, 3rd Edition
- Miller, Rollnick: Motivational Interviewing, 4th Edition
- Motivational Interviewing with Adolescents and Young Adults
- MI in the Treatment of Psychological Problems

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Supportive Research Articles

- Romano, M., Arambasic, J., & Peters, L. (2021). Motivational interviewing for social anxiety disorder: An examination of the technical hypothesis. *Psychotherapy Research*, 31(2), 224–235.
- Magill, M., Apodaca, T. R., Borsari, B., Gaume, J., Hoadley, A., Gordon, R. E. F., . . . Moyers, T. (2018). A meta-analysis of motivational interviewing process: Technical, relational, and conditional process models of change. *Journal of Consulting and Clinical Psychology*, 86(2), 140–157.
- Dean, S., Britt, E., Bell, E., Stanley, J., & Collings, S. (2016). Motivational interviewing to enhance adolescent mental health treatment engagement: A randomized clinical trial. *Psychological Medicine*, 46(9), 1961–1969.

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