

UNC-CH CLINICAL LECTURE INSTITUTE

## Facilitating Change Using the Relational Elements of Motivational Interviewing

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### Learning Objectives

- Understand the theoretical basis of Motivational Interviewing (MI).
- Recognize the relational elements of MI.
- Incorporate relational elements into the process dimension of psychotherapy.
- Develop skills in using the relational elements of MI.

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### Theoretical Foundations of MI

- Client Centered Therapy
- Self Determination Theory
- Cognitive Dissonance Theory

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### What is Motivational Interviewing?

“Motivational Interviewing is a collaborative conversation style for strengthening a person’s own motivation and commitment to change.”  
(Miller & Rollnick, 2013)

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### Client Centered Therapy

- Developed by Carl Rogers
- Core themes
  - Actualizing tendency
  - Primacy of experience
  - Self exploration
  - Non-directivity

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If I keep from meddling with people,  
they take care of themselves,  
If I keep from commanding people, they  
behave themselves,  
If I keep from preaching at people, they  
improve themselves,  
If I keep from imposing at people, they  
become themselves

–Lao Tzu

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### Principles of Person-Centered Care

- It is vital to activate one’s own strengths, motivations, and resources in order for change to occur.
- Change is not a power struggle.
- Change is fundamentally self change...we do not install change, we evoke it.

(Miller & Rollnick, 2013)

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### Growth Factors in Client Centered Therapy

- Therapist-client psychological contact
- Client incongruence (vulnerability)
- Therapist congruence (genuineness)
- Therapist unconditional positive regard
- Therapist empathy
- Client perception

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### Self Determination Theory

- A theory of motivation that requires consideration of innate psychological needs

- Competence
- Autonomy
- Relatedness



Essential for understanding the what and why of goal pursuits

(Ryan & Deci, 2000)

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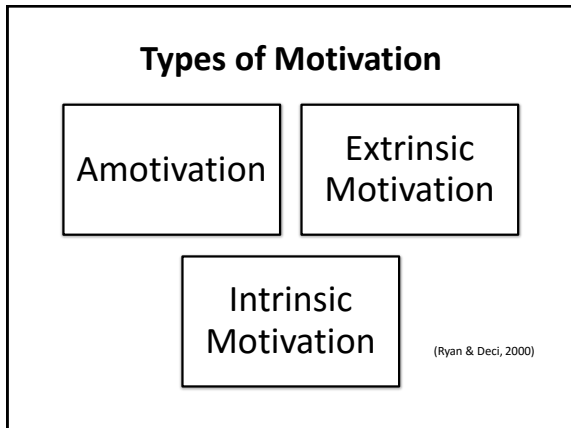
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**Cognitive Dissonance Theory**

- Leon Festinger
- Principle of cognitive consistency
  - We have an inner drive to hold all our attitudes and beliefs in harmony and avoid dissonance.
- Reducing dissonance
  - Change in attitudes
  - Acquisition of new information
  - Reduce importance of cognitions

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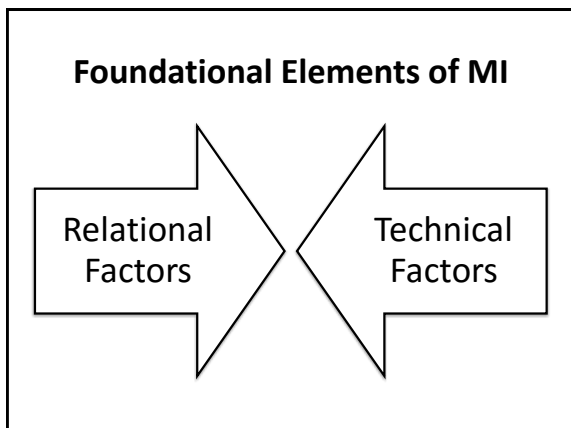
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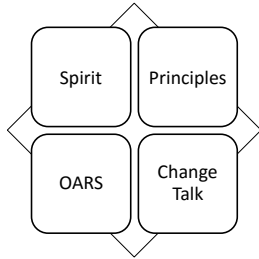
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### Motivational Interviewing is comprised of...



(Miller & Rollnick, 2013)

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### Spirit of MI

- Collaboration
- Compassion
- Evocation
- Acceptance

(Miller & Rollnick, 2013)

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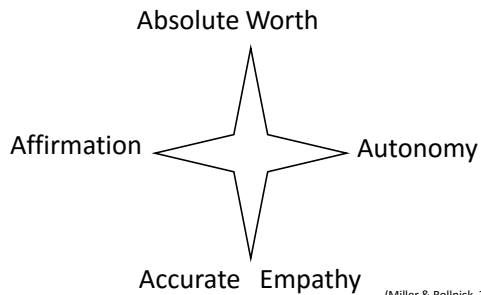
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### Four Points of Acceptance



(Miller & Rollnick, 2013)

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The spirit of MI brings forth feelings of hope, inspiration, and confidence, which provide clients with the outlook necessary to improve their lives.

(Wagner & Ingersoll, 2008)

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**MI Principles**

1. Express Empathy
2. Develop Discrepancy
3. Roll with Resistance
4. Support Self Efficacy

(Miller & Rollnick, 2013)

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**Rolling with Resistance**

- Dancing vs. Wrestling
- Guiding vs. Directing
- Tapping vs. Pulling
- Consulting vs. Instructing

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**In short...**

- Therapist interpersonal skills increase client:
  - Engagement
  - Affect
  - Disclosure
  - Cooperation

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**Avoid the Righting Reflex**

- Nixin’ fixin’
- We want to make things right or better
- In MI, the practitioner doesn’t try to change the client’s behavior.
- Change comes from the client’s intrinsic motivation.
- RULE

<https://www.youtube.com/watch?v=-4EDhdAhrOg>

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**Understanding Ambivalence**

- Feeling two ways about something
- It is...NORMAL!
- In MI, the goal is to help the client to resolve ambivalence and move towards change

<https://www.youtube.com/watch?v=RmVnIRgfnqc>

(Miller & Rollnick, 2013)

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### Key Points in MI

- Motivation to change is elicited from the client.
- It is the client's task, to articulate and resolve the ambivalence.
- Direct persuasion is not effective.
- The counseling style is generally quiet and eliciting.
- The counselor is directive, in that they help the client to examine and resolve ambivalence.
- Readiness to change is not a trait, but a state.
- The therapeutic relationship resembles a partnership or companionship.

(Miller & Rollnick, 2013)

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### Microskills

- Open-ended questions
  - Affirmations
  - Reflections
    - Simple
    - Affective
    - Double-sided
    - Reframe
  - Summaries
- Agreement with a twist
  - Metaphor
  - Amplified

(Miller & Rollnick, 2013)

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### Change Talk

Preparatory

- Desire
- Ability
- Reasons
- Need

Mobilizing

- Commitment
- Activation
- Taking steps

(Miller & Rollnick, 2013)

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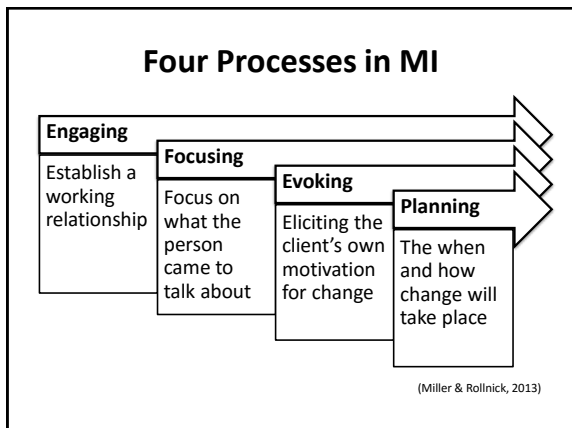
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### When to Use MI

- When ambivalence to change exists
- When there is a clear direction for change
- In conjunction with other approaches- it is not designed to be a singular approach

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### Dispelling Some Myths

- MI is NOT...
  - a way to trick or manipulate people
  - a technique
  - just client centered therapy
  - A form of CBT or Client Centered Therapy
  - the transtheoretical stages of change
  - easy
  - a panacea
  - what you are already doing

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### Using the Relational Elements of MI

“Motivational Interviewing is not about the content”

~Theresa Moyers

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### Process Dimension of Psychotherapy

- “The therapeutic process is metaphorically repeating the same type of conflicted interaction that clients have not been able to resolve in other relationships, and that they have often experienced in formative, attachment relationships”.

(Teyber & McClure, 2011, p. 24)

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### What Influences Engagement?

- Desires/goals
- Importance
- Positivity
- Expectations
- Hope

(Miller & Rollnick, 2013)

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### Building the Therapeutic Alliance

- Significant relationship between the therapeutic alliance and psychotherapy outcomes.
- Therapist attributes that are associated with a high quality alliance include:
  - Confidence
  - Warmth
  - Patience
  - Flexibility

(Arnou & Steidtmann, 2014)

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### Elements of a Positive Alliance

- Establishment of trusting working relationship (akin to a holding environment)
- Agreement on treatment goals
- Collaboration on mutually negotiated tasks
- Presence
- Holding environment
- Corrective emotional experience

(Bordin, 1979)

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### Empathy in the Relationship

- Empathetic communication
  - “a respectful attitude and non-judgmental stance towards the client” (Teyber & McClure, 2011, p.59).
  - Discerns the client’s feelings (beyond surface level feelings)
  - Effectively communicates understanding

<https://www.youtube.com/watch?v=1Ewvgu369Jw>

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### Some Traps to Avoid

- Question/Answer Trap
- Premature Focus Trap
- Assessment Trap
- Blaming Trap
- Expert Trap
- Labeling Trap

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### Reflections & Empathy

- Reflections convey empathy in a way that questions don't.
- Reflections are also a means of hypothesis testing.
- As a therapist, you are "trying to capture the emotional meaning or distill key issues in what the client has just said"

(Teyber & McClure, 2011, p. 63.)

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### Therapist Vulnerability

- Power sharing
- Being fully present
- Self involving statements
- Self disclosure
- Immediacy interventions/process comments
- Interpersonal feedback
- Therapeutic impact disclosure

<https://www.youtube.com/watch?v=ZkDaKkKf6Y>

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**When Needs Go Unsatisfied**

- Equifinality
- Accommodation
  - Substitutes or compensatory motives
  - Development of non-optimal regulatory styles
  - Behavioral patterns

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**Difficult Client Behaviors**

- Re-enactments
- Ruptures
- Pathogenic beliefs
- Eliciting moves
- Testing behaviors
- Transference

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**Signs of Discord in the Relationship**

- Defending
- Squaring off
- Interrupting
- Disengagement

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**Strategic Responses**

- Reframing
- Shifting focus
- Apologizing
- Affirming
- Emphasizing personal choice
- Running head start
- Coming along side

(Miller & Rollnick, 2013)

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**Summary & Wrap Up**

- Points of learning
- Questions
- Thank you!

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