

# Motivational Interviewing Beyond A Workshop



PRESENTED BY:  
MOTIVATIONAL INTERVIEWING NETWORK  
OF TRAINERS (MINT) MEMBERS

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Before we Begin.....



Where are you with  
Motivational Interviewing  
Training and Implementation?



**Education is a process, not a event**

## Through Meta-Analysis we have learned.....



- Most trained clinicians do not use MI appropriately, effectively or consistently
- MI is more difficult than clinicians expect
- The key to successful implementation of MI is supervisory feedback and coaching

## And .....



- Proficiency in MI is typically gained over time through feedback, coaching, or supervision based on observed practice.
- Any judgment or certification of proficiency should be based on observation using a recognized metric.
- Examples: MITI 3.1.1, MISC, BECCI,

# The Challenge



- **Science to Service**
  - What is known is not what is adopted to help children, families, and individuals.
- **Implementation Gap**
  - What is adopted is NOT used with fidelity and good outcomes for consumers.
  - What is used with fidelity is NOT sustained.
  - What is used with fidelity is NOT used on a sufficient scale to have impact.

# Implementation Science

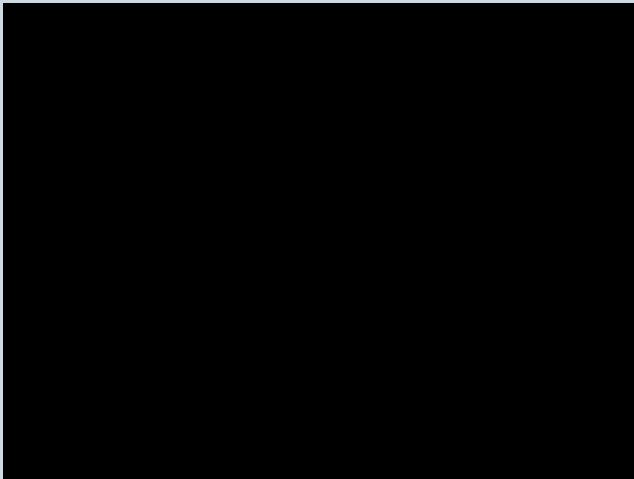


“We know a lot about ineffective methods because they are the ones we use and, therefore, study” .....

*“Individuals cannot benefit from interventions they do not experience.”*

*Dean Fixen*

# A word from Dean Fixen National Implementation Specialist



**Miller, W.R. & Mount, K.A.  
(2001). A small study of  
training in motivational  
interviewing: Does one  
workshop change clinician  
and client behavior?**

*Behavioral and Cognitive  
Psychotherapy, 29, 457-471*

# Results



- All groups that received training adjuncts (Feedback and/or Consultations) eventually reached clinical proficiency criteria, whereas the group receiving workshop-only never did, even after one year.
- The largest training effect was found on the percentage of MI-consistent responses, accounted for primarily by suppressing MI-inconsistent responses.

# Coding and Feedback ...Is that really Necessary???

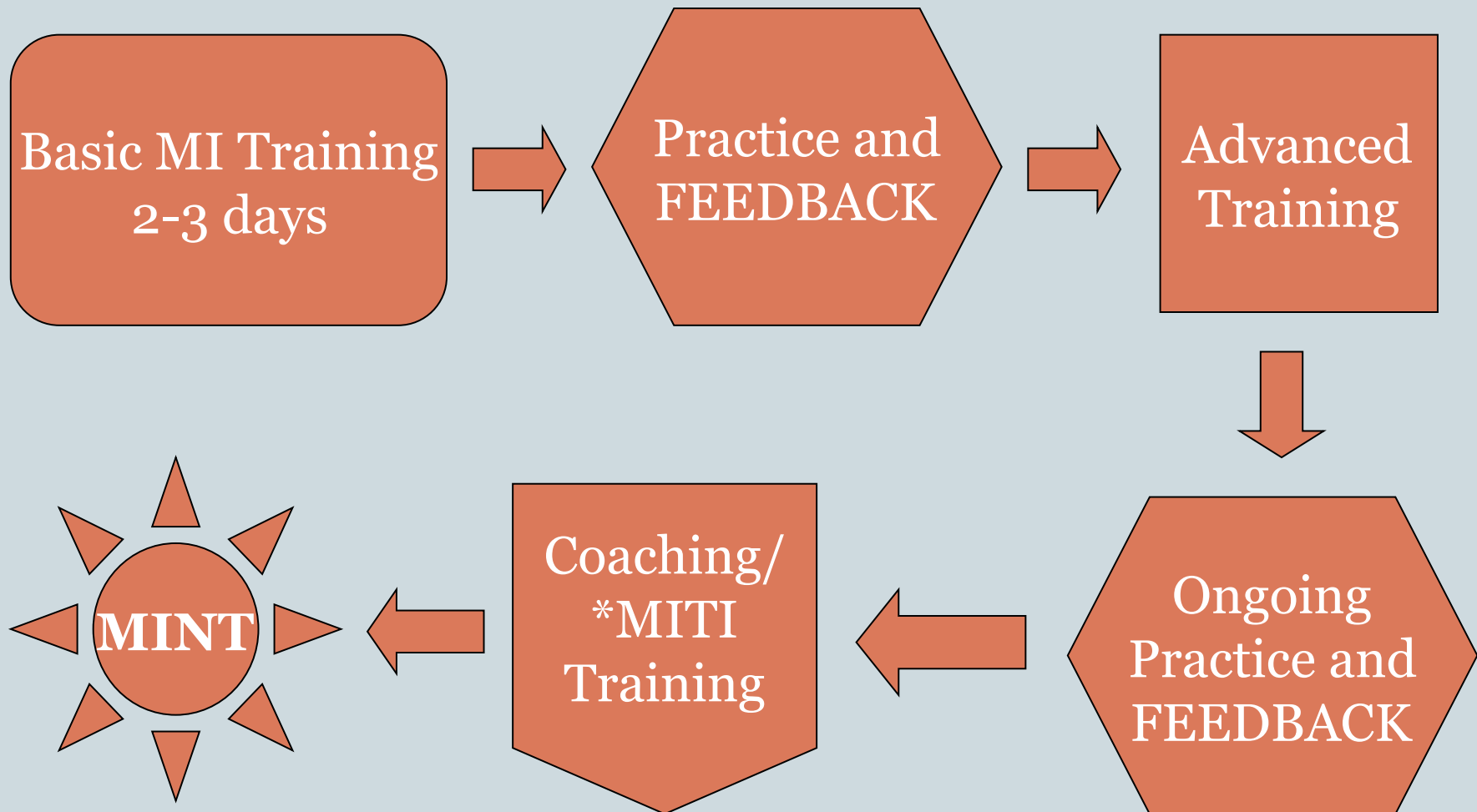
- Shows us whether the practitioner is actually utilizing MI skills by coding practitioner responses to client speech. (Client speech is not coded.)
- Allows training feedback that is structured and meant to “shape” MI Spirit, Empathy, as well as specific MI skills.

# Implementation Journeys



- TJJJD ✦ Dallas Co. CSCD
- Tarrant Co. JS ✦ Harris Co CSCD
- Management Commitment and Buy In
  - Evolving Process

*Various Training Process...  
Here is one example....*



# Tarrant County Juvenile Services Implementation



- 2007 – Introduction to MI
- 2008 – Intentional plan to train staff in MI
- 2009 – Evidenced Based Assessment
- 2009 – Small group of liaisons with additional MI training.
- 2010 – Proficiency Plan developed

## Tarrant County Juvenile Services Model

Week	Activity	Approximate time
Week 1	Orientation	2 hours
Week 2	Review case files/CRON	
Week 3	Booster training	3 hours
Week 4	Indirect Observation	
Week 5 & 6	Observe/Coach/ Feedback • minimum 2 clients	6 hours
Week 7	Booster training	6 hours
Week 8	Review Case Planning	
Week 9 & 10	Observe/Coach/ Feedback	6 hours
Week 11	Review case files/CRON	
Week 12	Evaluation of plan/ wrapup	

# Beyond Fidelity Measurements



- **Many ways to build skills-**
  - Peer Learning Groups- Jefferson County, Harris County
  - Self-learning through MI Training Tapes
  - **Coaching and feedback with someone skilled in MI**
  - Taping yourself and listen to language

# What Does Research say about Fidelity?



- Ongoing Support
- Measurement- VASE-R, MITI 3.1.1 , BECCI, MICS
- Significant drop off in participation if voluntary
- Measured at quarterly intervals in research
- Coaching and feedback increase proficiency

# Resource Considerations for implementing MI



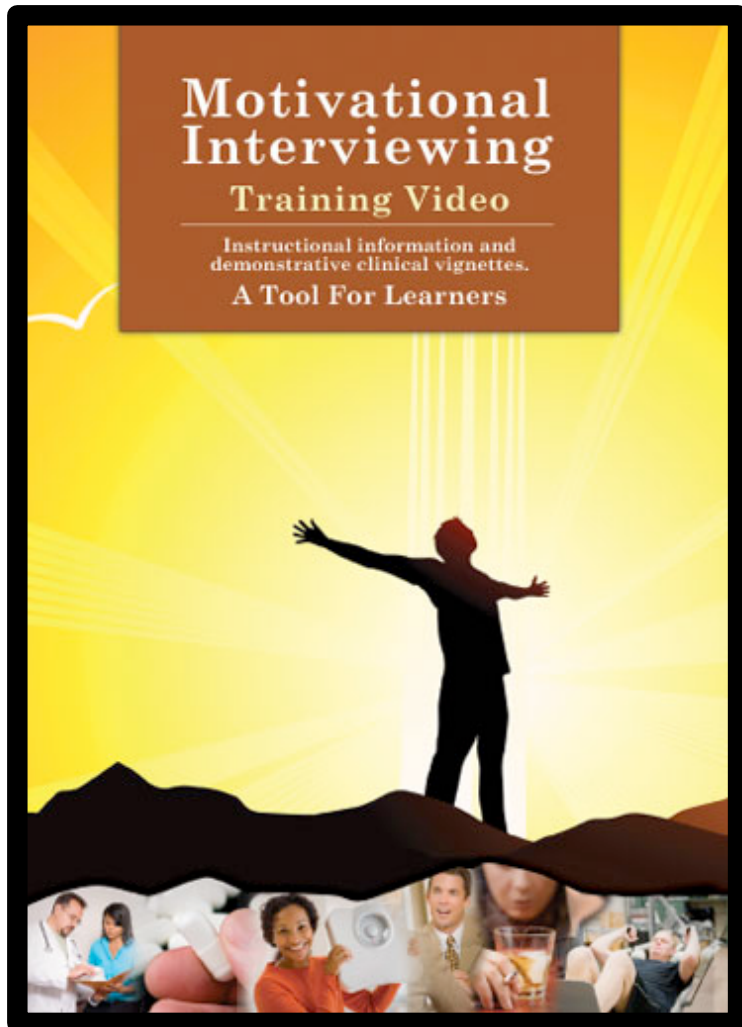
- Time to learn skills
- Regular review and feedback on MI skills
- Ongoing clinical supervision, including:
  - — Training — Mentoring
  - — Practice — Review of recorded interviews
  - — Feedback — Development of learning plans
- Cost of recorders and supplies

# Where do we go from here?



- Mandatory or Voluntary Training?
- Is it either or?
- Is it both?

# Training Video's



## Pricing Options:

**Regular price:**  
**\$150.00 | Discounted**  
**price: \$125.00\***

**\* on-line purchase**

**Call: (804) 562-9250**

**| Email:**

[info@mitrainingvideo.c](mailto:info@mitrainingvideo.com)  
[om](mailto:info@mitrainingvideo.com)

# Justice Initiatives in Motivational Interviewing

## MITA

**Motivational Interviewing  
Training Academy**

**Correctional Management  
Institute of Texas  
[www.cmitonline.org](http://www.cmitonline.org)**

## TMIC

**Texas Motivational  
Interviewing Cooperative**

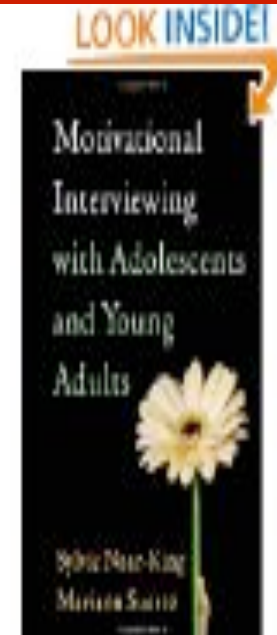
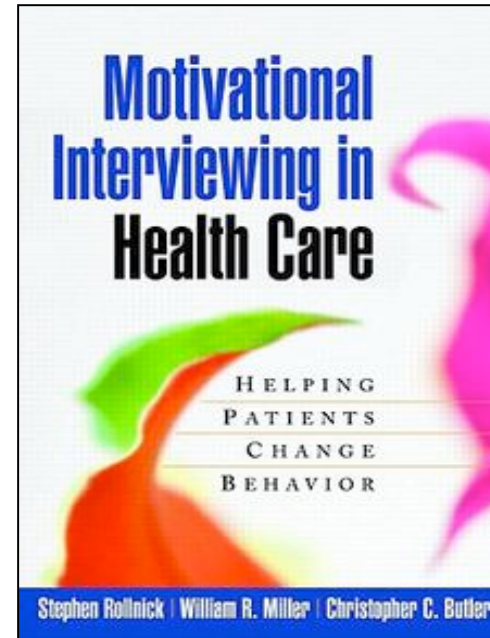
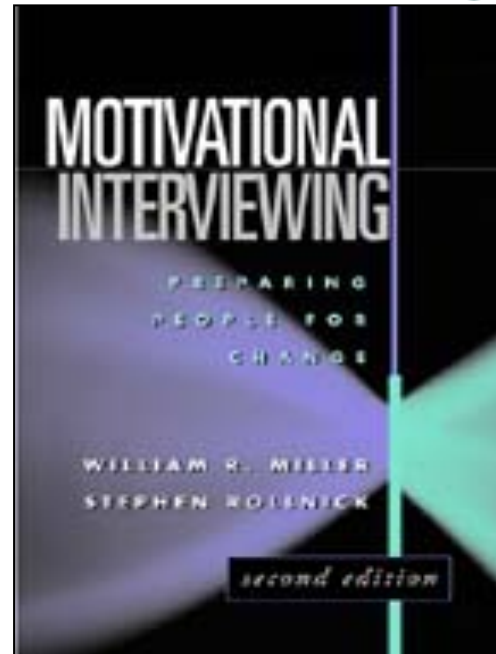
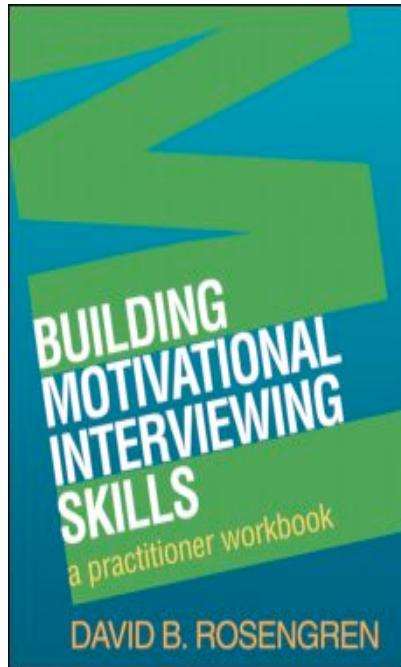
# Motivational Interviewing Assistance Resource List



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**The MI Assistance Resource Listing is provided as resource for those desiring additional information, consulting or for those who are interested in having a MI tape coded with feedback. While we will work to accommodate all requests, availability of the above individuals is not guaranteed.**

## Excellent texts for further reading ...



**Seek more training and/or information at:  
<http://www.motivationalinterview.org>**

# Thank you for Attending



## **For additional Resources:**

Please see the Table for additional MI resources. If you would like an electronic version sent to you, please register and include your e-mail address. Materials will be sent to you within one week.