



MOTIVATING CHANGE

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Purpose of today's session

You will learn how to promote skill development based on Stages of Change Theory, which encourages clients to make personal changes to support recovery from a variety of health issues using "motivational interviewing" techniques.

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CHANGE

verb: Make or become different

noun: An act or process through which something becomes different

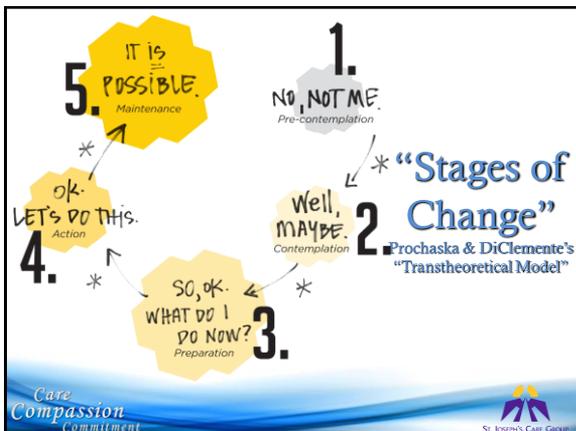


For our clients, change means doing something (anything) differently. Change may mean going to counselling, reducing the number of cigarettes smoked, or even reading a book on addiction.

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Don't try to overhaul your life overnight. Instead, focus on making one small change at a time. Over time, those small changes will add up to big transformation. Don't give up!



Key points to remember

- The cycle is fluid and continuous, and someone can back-track
- Relapse to a previous stage is not failure, but a normal part of the cycle; it is usually a signal more support is needed
- Progress through stages flows with the client's own pace and timing
- With addiction, the physical response to use can fight against the client's decision to change

Beliefs About Practice

1. The most important factor in treatment outcomes is whether or not the client expects he can succeed in changing.

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Beliefs About Practice

2. The quality of the counsellor-client relationship is key to client satisfaction and change.

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Beliefs About Practice

3. It is the counsellor's job to confront the client's denial in order for the client to see that her use is a problem.

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Beliefs About Practice

4. How a counsellor feels about a client's chances of success affects client outcomes.



Motivational Interviewing

The 4 Principles of MI

1. Expressing Empathy
2. Developing Discrepancy
3. Rolling with Resistance
4. Support Self-Efficacy

MI- Primary Principles

1. Expressing Empathy

- Reflective listening
- Acceptance and normalizing

2. Developing Discrepancy

- Comparing personal values and future goals with current behaviours
- Discussing advantages of change
- Goal is to create ambivalence and gradually increase, which will then hopefully trigger change

MI- Primary Principles

3. Rolling with Resistance

- Therapist does not argue for change
- Decrease resistance by decreasing comfort with "status quo"
- Maximize change talk- i.e. pros/cons for and against change

4. Support Self-Efficacy

- Client needs to know they have choice and control
- Client needs to know change is possible
- Therapist has belief in client
- Enhance client confidence, support strengths and successes

Motivational Interviewing

The 4 Basic Skills (OARS)

1. Open-ended questions
2. Affirmation
3. Reflective Listening
4. Summarization

**These skills are key to creating a client-centered environment, building rapport and trust and communicating to clients that they are heard.*

MI- Basic Skills

1. Open-ended Questions

- Rapport building
- Allowing client to explore, give more thought
- e.g. "What brought you here today?"

2. Affirmation

- Using positive statements that focus on strengths, and positive steps toward change
- Builds confidence and hope
- Reinforces self-efficacy
- e.g. "Great job finishing your homework."

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MI- Basic Skills

3. Reflective Listening

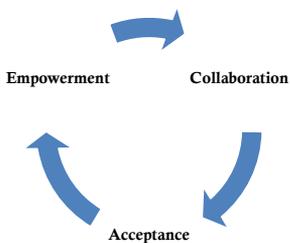
- Repeating back what the client has said to convey understanding
- Making a hypothesis about what the client is communicating

4. Summarization

- Bringing pieces of information together and presenting to the client
- Use past information shared and current issues, pointing out themes and discrepancies

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Principles and Skills at the different stages



Pre-contemplative Stage

Goals

1. Establish therapeutic relationship
2. Client will discover motivation/confidence to change
3. Evaluate client's substance use
4. Client will evaluate circumstance that led to seek treatment
5. Client will identify need for treatment

Principles: *Express Empathy, Roll with Resistance*

Skills: *OARS*

Strategies: *listen and understand client's perspective, respect client decisions regarding treatment, explore client's motivation and confidence to change, ask for follow-up contact*

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Source: Tomlin, K.M. & Richardson, H. Motivational Interviewing & Stages of Change (2004)



Principles and Skills at the different stages



Contemplative Stage

Goals

1. Client will explore discrepancies between "Pros & Cons" of continuing and not continuing use
 2. Compare and contrast current behaviours with future goals
3. Client will discover her desires, needs, reasons and abilities related to her current situation
4. Client will identify her strengths for solving her dilemma regarding substance use

Principles: *Express Empathy, Develop Discrepancy, Roll with Resistance, Support Self-Efficacy*

Skills: *OARS, Elicit Change Talk*

Strategies: *engage client in exploration of goals and values and identify discrepancies, identify client's strengths for change, normalize ambivalence, empower client, increase self-efficacy*

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Source: Tomlin, K.M. & Richardson, H. Motivational Interviewing & Stages of Change (2004)



We cannot
become what we
want by
remaining what
we are.
Max De Pree

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“Growth means change and change involves risk, stepping from the known to the unknown.”




Principles and Skills at the different stages



Preparation

Goals

1. Client will identify changes he wants to make regarding his use.
2. Client will complete a written change plan.
3. Help client explore obstacles to achieving change goals.
4. Client will agree to ask others to support him in implementing plan.

Principles: *ALL*

Skills: *OARS, Elicit Change Talk*

Strategies: *build client confidence, offer information and advice, discuss options, affirm decision-making, offer feedback on plan*




Principles and Skills at the different stages



Action Stage

Goals

1. Help client explore success in making changes.
2. Reevaluate treatment plan and make changes as needed.
3. Client will identify ways to reward herself for the changes she has made.
4. Discuss urges and triggers to use and solutions.
5. Client will identify and utilize supports.

Principles: *Express Empathy*

Skills: *OARS, Transitional summary to highlight old vs new behaviours*

Strategies: *affirm client's effort to change, help client engage in resolving substance use issues, encourage small change steps, empower client, identify reinforcers, reinforce hope*




Principles and Skills at the different stages



Maintenance Stage

Goals

1. Identify areas for addressing and preventing relapse.
2. Client will reevaluate recovery environment.
3. Update new goals for quality living.
4. Client will maintain goals that support lifestyle changes.
 5. Client will develop coping skills.
 6. Client will build self-efficacy

Principles: *Express Empathy, Self-efficacy*

Skills: *OARS*

Strategies: *build on decision to maintain long-term changes, help client recognize and manage triggers, affirm commitment to change, problem-solve barriers encountered*

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Source: Tomlin, K.M. & Richardson, H. Motivational Interviewing & Stages of Change (2004)



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Questions?

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