

Motivational Interviewing Practice

A learning and development
guide for service providers

This guide provides the opportunities to learn and develop practice in Motivational Interviewing provided by the Scottish Drugs Forum (SDF).

Our aim is to make learning of Motivational Interviewing as accessible as possible allowing the time and support to progress the range of skills to improve Motivational Interviewing practice.

Whatever your objectives are, we are here to help, support and guide you through your journey toward skilfulness in Motivational Interviewing. At SDF we have drawn upon the body of research evidence, extracting concepts and approaches from the latest descriptions of Motivational Interviewing.

What is Motivational Interviewing?

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

(Miller and Rollnick, 2023)

While the processes and skills of Motivational Interviewing are useful in a wide range of conversations, it is particularly useful to help people examine their situation and options when any of the following are present:

- 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.

Who would use Motivational Interviewing?

Motivational Interviewing can be applied where:

- There are (or should be) conversations about change.
- Helping or encouraging people to make such changes is a part of your service (or should be).
- The outcomes for those you support will be influenced by the extent they make changes in their lives or behaviour.
- The people you support are often reluctant or ambivalent about making changes.

(Miller and Rollnick, 2013)

This may include (but is not limited to) practitioners across health and social work practice, psychological services, counselling, community justice services, broader social care and substance use services.

Learning and Development Opportunities in Motivational Interviewing Practice

SDF promotes good practice in the use and learning and development of Motivational Interviewing (MI). We seek to align with the evidence-base on how we best learn and develop in Motivational Interviewing practice and provide a range of learning opportunities to meet the learning needs of practitioners and organisations.

SDF offers a five-level learning and development pathway with a range of opportunities. The learning opportunities are interactive, experiential, practical and are designed to progress learners' knowledge and skills in Motivational Interviewing. Learning activities include group discussions, demonstrations, skills practise, observation, and feedback on practice.

Level 1: Knowledge-based

- SDF MI e-learning module (2hrs).
- Overview of MI trainer-led workshop (3hrs).

Level 2: Skills-based

Introduction to MI trainer-led workshop (3-4 days).

Level 3: Practice Coaching

Small group practice development coaching to advance MI practice and integration.

Level 4: Evaluation & Feedback

Submission of audio MI practice samples for evaluation and feedback using MITI rating system.

Level 5: MI Coach

Coaching for MI Coaches (4 days). Develop skills in designing and delivering MI coaching.

Contact

For further information on course content, costs or to discuss requirements contact:

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Level 1: Knowledge-based

Course: Motivational Interviewing in Brief Conversations E-learning Module

Overview: This course is designed to offer a 'taste' of Motivational Interviewing. It is not designed to be a complete training course in Motivational Interviewing, but rather a first step for those who are interested in learning more about this style of communication.

Aim: To learn about the processes of Motivational Interviewing, what it is and how it works.

Learning Objectives:

- ◆ Describe the nature of ambivalence about change.
- ◆ Define motivational interviewing.
- ◆ Describe how the motivational interviewing process influences motivation for change.
- ◆ Identify the use of motivational interviewing in brief conversations.

Duration: 2 hours

Who is this course for?

This course may be of interest to those looking to develop an awareness of Motivational Interviewing and to determine how interested they are in learning more.

Mode of Delivery: Free online course

Level 1: Knowledge-based

Course: Overview of Motivational Interviewing

Overview: This trainer-led course provides a basic overview of Motivational Interviewing practice which may be of interest to those looking to develop an awareness of this evidence-based method. This course is not designed to be a complete training course in Motivational Interviewing and does not increase the skilfulness of participants in the practice of Motivational Interviewing. However, the course will provide some simple exercises that a practitioner can try to get a "taste" of a Motivational Interviewing style.

Aim: To acquaint participants with the basic concepts and methods of Motivational Interviewing.

Learning Objectives:

- ♦ Define the nature of ambivalence about change.
- ♦ Describe the underlying spirit of Motivational Interviewing practice.
- ♦ Describe how Motivational Interviewing can influence motivation toward change.

Duration: 3 hours

Who is this course for?

This course may be of interest to those looking to develop an awareness of Motivational Interviewing and to ask questions about this practice. This course may be of benefit to those who want to determine how interested they are in learning more.

Mode of Delivery: MS Teams

Certification: Certification will be provided to participants who complete this course.

"This has been the best training I have been on in a very, very long time. The pace, pitch and presentation style were spot on. Coming from a stance of knowing very little about MI, I was engaged throughout, appropriately encouraged and challenged to think about my practice and how an MI approach would benefit the end user as well as my practice"

(Community justice practitioner, Perth and Kinross)

Level 2: Skills-based

Course: Introduction to Motivational Interviewing

Overview: For many people, initial Motivational Interviewing training is a good first-step toward developing skilfulness in this method. This trainer-led course provides an interactive and practical learning experience in Motivational Interviewing. It is designed to begin or refresh participant knowledge and skills in Motivational Interviewing practice which will begin to support implementation into the participants' own practice setting.

Aim: To introduce the application of Motivational Interviewing skills and strategies to help people who present as ambivalent find and build their own motivation for change.

Learning Objectives:

- ◆ Describe what Motivational Interviewing is.
- ◆ Discuss how Motivational Interviewing can be used to support motivation for change and the application to own work setting.

Pre-course Recommendation: Completion of the SDF e-learning module 'Motivational Interviewing in Brief Conversations'.

Duration: In-person: 3 Days (back-to-back or spread over three weeks. 9.30am-4.30pm)
MS Teams: 4 Days (spread over 4 weeks. 9.15am-2pm)

Who is this course for?

This course is aimed at practitioners who regularly as part of their role facilitate conversations about change with people who present as often reluctant or ambivalent about making change.

Mode of Delivery: In-person or MS Teams.

Certification: Certification will be provided to participants who complete each of the training days.

"Exceptional training tailored to the needs of the group, knowledge and MI skills were very evident and feedback was extremely detailed including recommendations to enhance practice"

(Substance use practitioner, Aberdeenshire)

Level 3: Practice Coaching

Course: Practice Development Coaching in Motivational Interviewing

Overview: Continued learning and development of Motivational Interviewing practice over time is required to progress toward skilfulness in this method. Coaching provides refining and advancement of skills along with direct observation of a person's Motivational Interviewing practice. Descriptive feedback of strengths is also provided and an opportunity for the coach to work with learners to identify areas and strategies for improvement.

Aim: To advance Motivational Interviewing practice and integration into own work contexts. To assess existing strengths and areas to develop.

Learning Objectives:

- ♦ Start practising Motivational Interviewing to strengthen motivation for change.
- ♦ Discuss the application of Motivational Interviewing within own work setting.
- ♦ Identify existing strengths in Motivational Interviewing and areas to develop.

Pre-coaching Requirement: Introduction to Motivational Interviewing training.

Duration: Group coaching sessions have a length of 3hrs per session scheduled over an agreed timescale.

Who is coaching for?

Practitioners who have a desire to advance skilfulness through observation and feedback in Motivational Interviewing practice.

Mode of Delivery: In-person or MS Teams.

Certification: Certification will be provided to participants who complete the coaching series.

"This has been the best training I have been on in a very, very long time. The pace, pitch and presentation style were spot on. was engaged throughout, appropriately encouraged and challenged to think about my practice and how an MI approach would benefit the end user as well as my practice."

(Community justice practitioner, Perth and Kinross)

Level 4: Evaluation and Feedback on Motivational Interviewing Practice

Overview: Participants learning Motivational Interviewing may wish to establish the extent to which they are applying this method. For participants who have completed or are undertaking SDF Practice Development Coaching, personalised performance feedback can be provided. Through the evaluation of an audio recorded practice sample(s) of Motivational Interviewing using a standardised rating system with known reliability, participant practice can be evaluated against component processes within Motivational Interviewing. The Motivational Interviewing Treatment Integrity (MITI) Coding Manual is the most widely used and psychometrically sound tool for rating Motivational Interviewing practice samples and would be used to provide structured, formal feedback on strengths and ways to improve practice.

Aim: To provide feedback and coaching that can be used to increase skill in the practice of Motivational Interviewing

Learning Objectives:

- ◆ Identify personal strengths in Motivational Interviewing practice and areas for development through coding, personal reflection, and feedback.

Pre-coaching Requirement: Completion of or undertaking SDF Practice Development Coaching.

Who is coding and feedback for?

Practitioners who have a desire to advance skilfulness through a structured, formal evaluation of their Motivational Interviewing practice.

Mode of Delivery: Submission of audio practice sample(s).

"[Trainer's] support and training has been above and beyond what was expected and anticipated. He has made a huge difference to my confidence and skills."

(Substance use practitioner, Aberdeenshire)

Level 5: Motivational Interviewing Coach

Course: Coaching for MI Coaches

Overview: This course will provide participants with the opportunity to develop their skills in the coaching of others in the use of Motivational Interviewing. Observation and feedback on Motivational Interviewing coaching practice will be provided during the course.

Aim: To equip future coaches in learning how to design and deliver Motivational Interviewing coaching and to promote good practice in the use of this approach.

Learning Objectives:

- Practice the design and delivery of a range of coaching methods and skills for helping others learn Motivational Interviewing.
- Evaluate Motivational Interviewing practice samples using a standardised rating system as a guide to coaching to criteria.

Pre-course Requirement: Completion of the SDF Practice Development Coaching and who can demonstrate fidelity to Motivational Interviewing practice.

Duration: 4 Days (9.30am–4.30pm).

Who is this course for?

Practitioners who have a desire to coach others in the practice of Motivational Interviewing.

Mode of Delivery: In-person.

Certification: Certification will be provided to participants who complete each of the four training days.

"It has supported me greatly teaching me more about MI and how to teach others and implement tools to help others progress in their MI."

(Substance use practitioner, Fife)



About Scottish Drugs Forum

Scottish Drugs Forum (SDF) is Scotland's national resource of expertise on drugs and related issues. Established in 1986, SDF is a membership-based organisation.

Vision: A Scotland free from drug-related health and social harm.

Mission: To improve Scotland's approach to drug-related issues. We influence this through our work by striving for compassionate, inclusive, evidence-informed policy and practice.

Values: For almost 40 years, our values have been evidenced through our work as a membership-based charity.

- Meaningful involvement of people with experience of drug use.
- Policies and practice that reduce risks and harms.
- Rights and equality.
- A person-centred approach.
- Dignity, respect and empowerment.

For further information about SDF visit our website at www.sdf.org.uk

Declaration

SDF neither certifies participants as qualified, accredited nor competent in Motivational Interviewing. Participation does signify that a participant has undertaken guided learning in the concepts and method of Motivational Interviewing and has undertaken guided skills practise and received feedback in this method.

References

Miller, W.R and Rollnick S. (2013) Motivational Interviewing: Helping People Change, 3rd ed. Guilford Press, New York.

