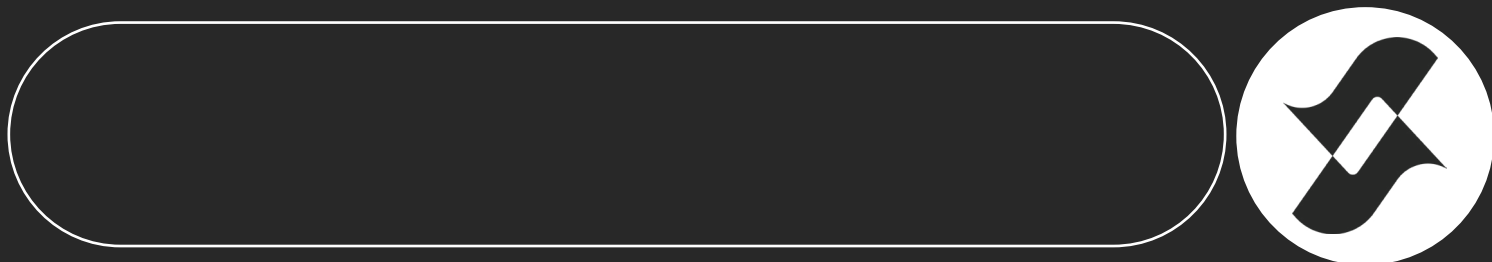


LEARN MOTIVATIONAL INTERVIEWING

The Scottish Drugs Forum Motivational Interviewing Badge Scheme





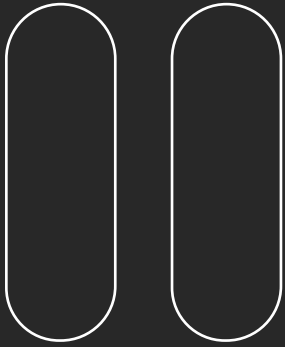
WHY LEARN WITH SCOTTISH DRUGS FORUM?

SDF is a trusted leader in workforce learning and development. As pioneers in workforce learning and development and a leading national agency to improve Scotland's approach to drug-related issues, Scottish Drugs Forum offers a means by which practitioners can demonstrate their professional development in Motivational Interviewing (MI) practice.

Learning the practice of Motivational Interviewing with SDF is simple, flexible and affordable. You'll get an interactive and practical learning experience in MI designed to advance your knowledge and skills in MI practice which will support implementation into your own practice setting.



WHY LEARN MI?



MI is an internationally recognised method and is often recommended as an evidence-based approach that allows care to be managed in a way that incentivises recovery, harnesses motivation, and supports harm reduction and relapse prevention. While the skills of MI are beneficial in a wide range of conversations, it is particularly useful to help people examine their situation and options when ambivalence is high, and people are stuck in mixed feelings about change. For example, confidence is low, and people doubt their abilities to change, or desire is low, and people are uncertain about whether they want to make a change.

WHAT IS MI?

MI is a particular way of talking with people about change and growth to strengthen their own motivation and commitment to change (Miller and Rollnick, 2023).



WHY IS MI IMPORTANT?

MI is an evidence-based method that has been evaluated within research trials internationally since 1990, reflecting a wide array of problems, professions and practice settings. The general conclusions from the research literature have been that MI demonstrates a rich evidence base in being an effective method in health & social care practice with the strongest body of evidence in addictive behaviours (Miller and Rollnick, 2013).

WHAT IS THE SDF MOTIVATIONAL INTERVIEWING BADGE SCHEME?

The SDF Motivational Interviewing Badge Scheme involves practitioners completing specific learning objectives related to training and practice. SDF considers these objectives to be reliable and dependable indicators underpinned by the evidence-base in the learning and development of MI.

The purposes of the Badge Scheme are:

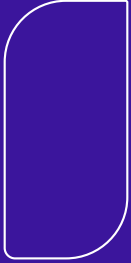
- To build knowledge, skills and practice of MI.
- To enable practitioners to receive SDF recognition of learning and development in MI practice.
- To build up a community of skilful MI practitioners.

SDF sees the progressive pathway through the Badge Scheme as a readiness to enter into MI practice, to be assessed, and to have enhanced professional status as a result.

The SDF Motivational Interviewing Badge Scheme recognises learning and achievement and is a way to collect and share evidence of learning and development in MI practice. The Badge Scheme provides a comprehensive way for you to keep track of your skills, knowledge and achievements. You can collect evidence of your learning including downloadable printable certificates. Each badge contains criteria against which the badge was obtained and provides evidence to prove you met those criteria.



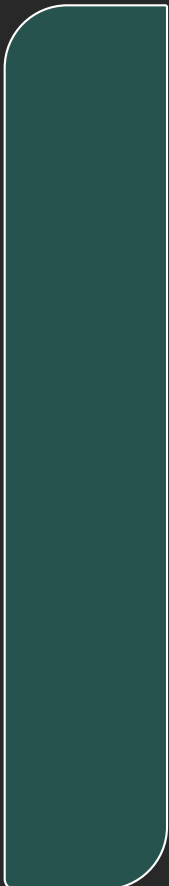
BENEFITS OF THE BADGE SCHEME



The Badge Scheme:

- Provides SDF recognition of learning and development in MI practice.
- Provides a unique pathway into a professional community of skilful MI practitioners.
- Changes and highlights your professional status and increases employment potential and opportunities.
- Increases your sense of confidence and identity as a practitioner in MI.

RATIONALE FOR THE SDF MI BADGE SCHEME



SDF's vision is to align with the evidence-base toward learning and development in MI practice by moving away from the traditional single event training in MI. Why?

MI is not a single technique but rather an integrated set of complex skills. Two early studies found that learners of MI reported high satisfaction and significant self-perceived gains in proficiency in MI after single MI training workshops (Miller and Mount, 2001; Rubel, Sobell and Miller, 2000). However, taped recorded practice samples before and after this training reflected only modest changes to practice and no difference in client responses to change. In short, the training workshops convinced learners that they had acquired MI skilfulness, but their actual practice did not change enough to make any difference to their clients (Miller and Mount, 2001).

These studies as well as others demonstrate that learners do need more than a one-time training workshop to improve skilfulness in this complex method.

Two common learning aids seemed good candidates for improving training 1) individual feedback on performance and 2) personal follow-up coaching.

Successful implementation of MI requires two things:

1) Practitioners are competent in MI, meaning that MI is delivered as it is intended to be delivered

2) Practitioners integrate MI into every day, routine practice.

YOUR MI LEARNING PATHWAY



BRONZE BADGE

The Bronze Badge is a beginner-level training programme for those looking to start or refresh their skills in Motivational Interviewing (MI). It focuses on introducing the application of MI applying MI to help individuals resolve ambivalence and build motivation for change. The training lasts 3–4 days and is available in-person or online via MS Teams.



SILVER BADGE

The Silver Badge is designed for those who want to deepen their Motivational Interviewing (MI) skills through focused practice, coaching, and feedback. It builds on the Bronze Badge, helping participants become more intentional and strategic in their MI approach. The programme includes six half-day coaching sessions over 12 weeks, conducted online via MS Teams.



GOLD BADGE

The Gold Badge is for individuals looking to demonstrate their competence in Motivational Interviewing (MI) through practical and written assessments. Participants will submit three audio recordings of MI practice for evaluation using the MITI Coding Manual and complete a 1000-word written analysis of a transcribed MI session. The programme must be completed within 10 weeks and includes group or individual coaching sessions online via MS Teams.



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THE SDF MI BADGE SCHEME: AT A GLANCE

There are 3 badges to collect within the SDF MI Badge Scheme. These are Bronze, Silver and Gold Badges. It is not enough to attend a single MI training where concepts and core skills are introduced. The MI Badge Scheme provides opportunities for you to demonstrate growing competence in MI implementation as you progress toward the Gold Badge.

THE BRONZE BADGE

The Bronze Badge is intended for people interested in beginning or refreshing their knowledge and skills in MI practice. The aim is to introduce the application of MI skills and strategies to help people who present as ambivalent find and build their own motivation for change.

- **Duration:** 3 – 4 days
- **Format:** Group training. In-person or online via MS Teams
- **Start Date:** As arranged with SDF.

Learning Objectives

- Describe what Motivational Interviewing is.
- Discuss how Motivational Interviewing can be used to support motivation for change.
- Discuss whether Motivational Interviewing could be used in own work setting.



THE SILVER BADGE

The Silver Badge is intended for people who wish opportunities for extensive and focused practice with the skills introduced within the Bronze Badge and to receive personal coaching and feedback to advance implementation of MI into work practice. This Silver Badge is an ideal “next step” for anyone who is ready to become more intentional, strategic, and purposeful in their MI work. Participants will complete a series of half day MI coaching sessions and in addition submit a 1000 word written analysis of a transcribed Motivational Interview for assessment.

- **Duration:** 6 half day coaching sessions over 12 weeks.
- **Start Date:** As arranged with SDF.

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.
- Demonstrate understanding of MI theory and practice through written analysis of a transcribed motivational Interview.

THE GOLD BADGE - THE ADVANCED MI PRACTITIONER CERTIFICATE

The Gold Badge is intended for people who wish to evidence that they have met the basic competence and proficiency thresholds in implementing MI practice and evidence their written understanding of MI theory and practice. Participants will submit three audio practice sample recordings for assessment evaluated against component processes detailed in the Motivational Interviewing Treatment Integrity (MITI) Coding Manual. In addition, a 1000 word written analysis of a transcribed Motivational Interview will be submitted for assessment.

- **Duration:** Within 10 weeks of commencing the Gold Badge.
- **Format:** Group or individual coaching. Online via MS Teams.
- **Start Date:** As arranged with SDF.

Learning Objectives

- Identify personal strengths in Motivational Interviewing practice and areas for development through personal reflection and feedback.
- Demonstrate understanding of MI theory and practice through written analysis of a transcribed motivational Interview.

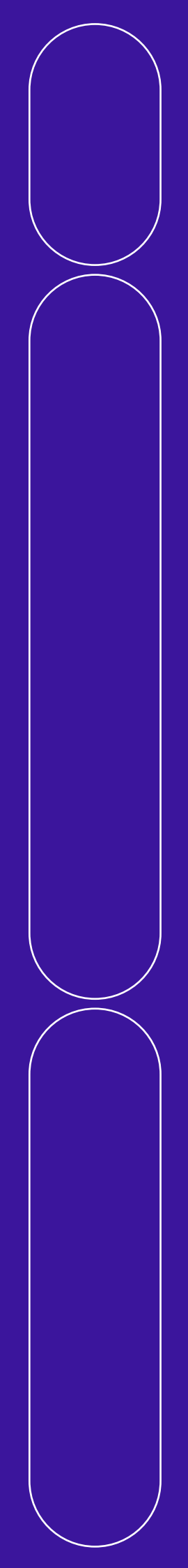
WHAT YOU RECEIVE ONCE A BADGE IS COMPLETED

The Badge Scheme is an effective way to demonstrate and evidence your understanding of and skills in MI practice.

Following completion of each Badge you will receive:

- SDF certification of Badge completion recognising your current level of learning and development in MI practice.
- A written record of the learning objectives against which the Badge was obtained and how you achieved these which provides evidence to prove you met those objectives (Silver and Gold Badges only).





BENEFITS OF LEARNING MI FOR COMMISSIONERS

MI is evidenced-based practice that can be readily integrated into existing practices, procedures, protocols, and services. MI learning supports progress towards organisational goals and strategy by developing an organisation's people to get there.

BENEFITS OF LEARNING MI FOR THE PRACTITIONER

MI makes interactions more change-focused and helps motivationally prepare people for change when they are not ready, willing or able. MI is compatible with the values of many professional disciplines and evidence-based approaches and has observable practice behaviours that allow learners to receive clear and objective feedback on their MI practice.

BENEFITS OF RECEIVING MI FOR THE SUPPORTED PERSON

People reflect on how change may be meaningful or possible and can feel more motivated to change and empowered to believe in their ability to do so.

YOUR MI TRAINERS

All our MI trainers are highly experienced learning and development professionals. Their expertise combines deep understanding and a high-level of experience in the practice of MI.

The SDF MI lead for MI learning and development is a member of the Motivational Interviewing Network of Trainers (MINT). MINT is the international organisation of trainers in MI whose mission is to promote good practice in the use, research and training of motivational interviewing.



PARTICIPANTS REVIEWS

"The training was fantastic. A mix of different learning styles was so helpful and really kept me engaged the whole time."

"I feel the training has given me the green light to take more time and focus on ambivalence/motivation in the initial stages instead of mostly focusing on assessment and data gathering."

"Feel I have gained more clarity about the components, process and implementation of MI, and due to this have gained more confidence in my ability to start delivering the intervention."

THE DRUGS AND ALCOHOL WORKFORCE KNOWLEDGE AND SKILLS FRAMEWORK

The Badge Scheme supports the development and implementation of practice-specific knowledge and skills in delivering psychologically informed care as described within the Scottish Government Drugs and Alcohol Workforce Knowledge and Skills Framework (2025).

You can find out more information [here](#).



FIND OUT MORE

Ready to take the next step?

A prospectus on the Bronze, Silver and Gold Badges can be obtained through SDF which provides the course descriptor for each Badge.

We will be happy to talk you through the SDF MI Badge Scheme, answer any questions you have, and get you started on your learning journey.

Get in touch today:

Email: workforcedevelopment@sdf.org.uk

Telephone: 0141 221 1175





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



VISION



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.

You can learn more about the training that we offer on our website:

<https://sdf.org.uk/work/learning-and-development/wfd-training>

You can access our free e-learning courses here:

<https://www.sdftraining.org.uk/e-learning>

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