

Motivational Interviewing for Mandated People

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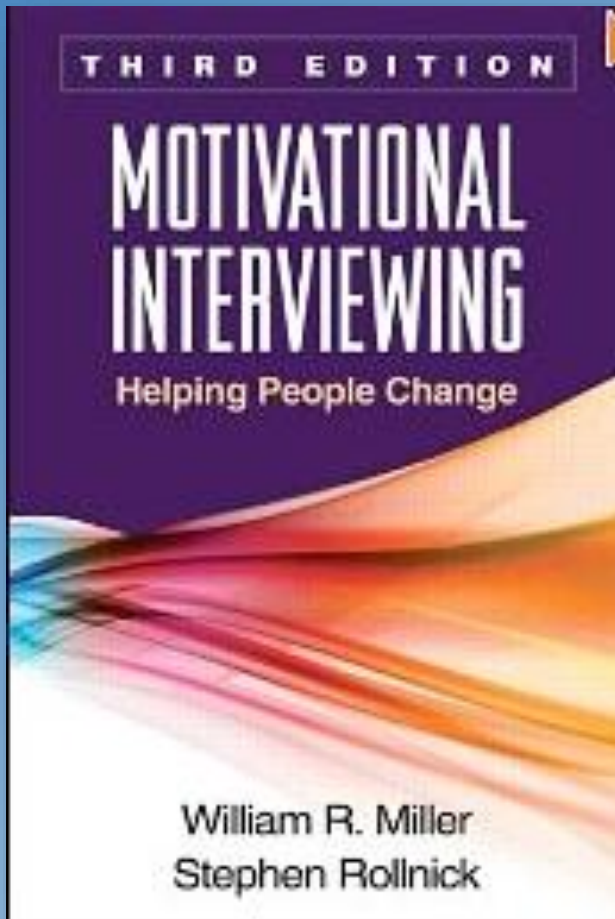
What NOT to Expect Today...

- Comprehensive overview of Motivational Interviewing (MI)
- Training in how to do MI
- Learning how to trick people into doing what you want them to do

What you CAN expect today:

- Discussion of how the spirit of MI comes into play with mandated people
- Discussion of language cues
- Review of the four processes of MI, with special attention to Engagement and Evocation processes
- Sample research review with implications for training and practice

The **SPIRIT** of MI



Partnership

Acceptance

- absolute worth
- accurate empathy
- autonomy support
- affirmation

Compassion

Evocation

Partnership

Dancing



VS

Wrestling



Important Consideration for partnering with mandated people

From the beginning, be very transparent if you have a **dual role** (e.g. probation officer) and about what information you must/can't share with other parties

Acceptance

Absolute Worth

Affirmation

Acceptance

Autonomy

Accurate Empathy



Acceptance for Mandated People

Challenging our own beliefs:

How do you value the **absolute worth** of a person who has engaged in domestic violence, sexual assault, child abuse?

Try:

Affirming what's positive

Accurate Empathy (remember: a reflection doesn't indicate approval or disapproval)

Acceptance for Mandated People

How do you respect autonomy for someone who has made poor decisions in the past?

Consider:

- Compliance vs. Long-term Bx. Change
- Instead of minimizing the sense of autonomy, emphasize it and affirm the positive choices.
- Consequences may be imposed by a person/system (e.g. judge, parents, the courts) but locus of control remains with the person

Compassion

...to actively promote the other's welfare, to give priority to the other's needs...not primarily our own. -Miller and Rollnick, MI3

Beneficence

- MI is not done “to” or “on” someone at all. MI is done “for” and “with” a person.

Miller and Rollnick, MI3

Evocation

Drawing Water from a Deep Well



It's about evoking that which is already present,
not installing something that is missing

EVOCATION

- Moves From “I have what you need and I’m going to give it to you.” to **“You have what you need and together we will find it.”**
- Drawing out and strengthening motivation for change that’s already present, if dormant

Evocation for Mandated People

MI doesn't expect practitioners to ignore consequences of actions.

However, the person verbalizing the consequences (positive or negative) should be the person in services, **not** the practitioner.

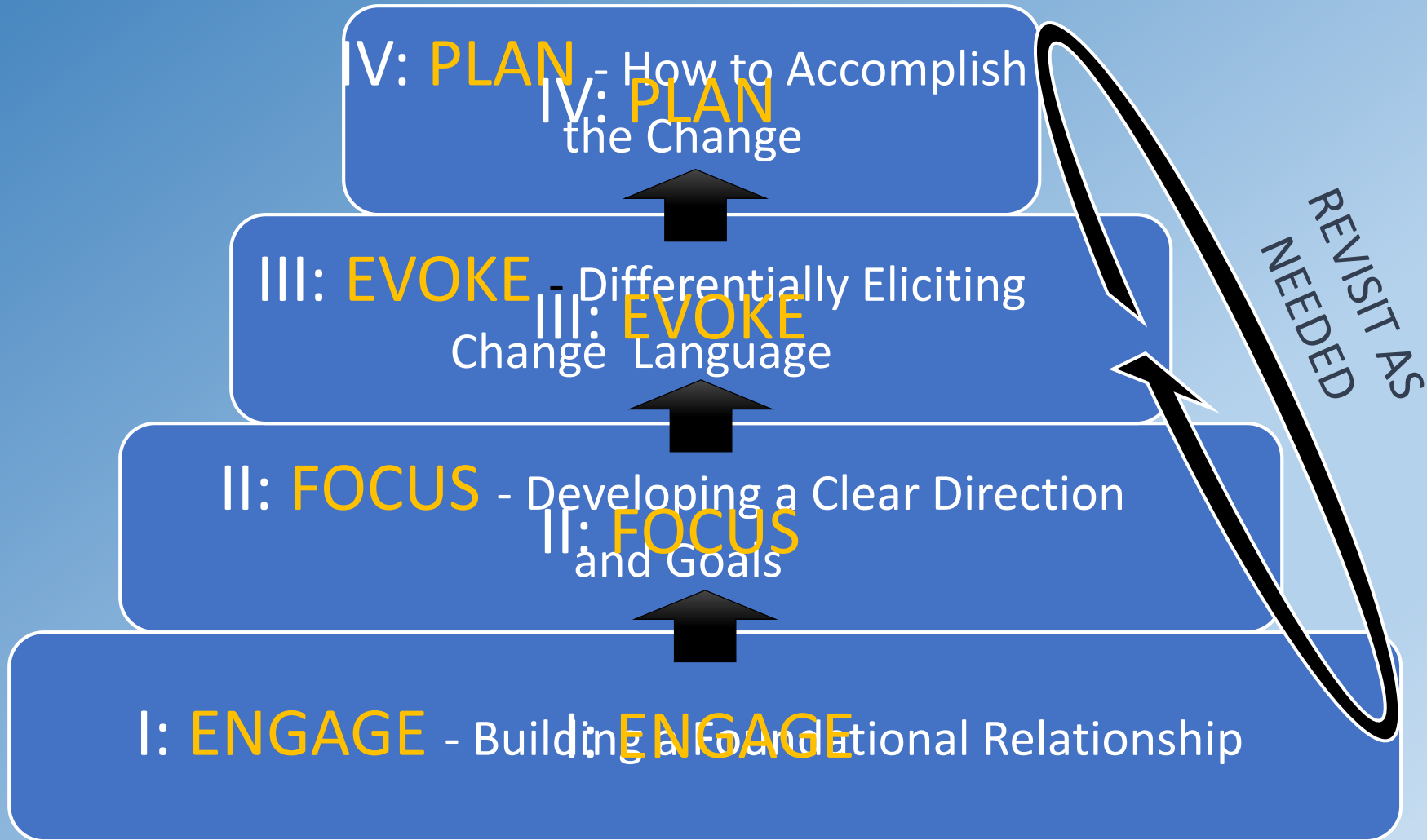
Big Trap: The Righting Reflex

- When we see something that looks “not right” to us (e.g., using drugs, jeopardizing housing, endangering health), we want to jump in and “fix” the problem.
- If a person is ambivalent, their question isn’t “**How** do I fix this?” but “**Why** should I fix this?”

Big Trap: The Righting Reflex

How does the **heightened power differential** with a mandated person affect our likelihood of falling into the Righting Reflex?

The Four Processes of MI



Four Types of Language

Discord

Sustain
Talk

Change
Talk

Commitment
Talk

Emotionally Based
Relationally Oriented

The No-Change Side
Of Ambivalence

The Change Side
of Ambivalence

Resolve and
Readiness



Response

Response

Response

Response

(Re)Engage with
Empathic
Reflections!

Rescue Change
Talk!

Elicit More
Change Talk!

Begin Planning
Process!

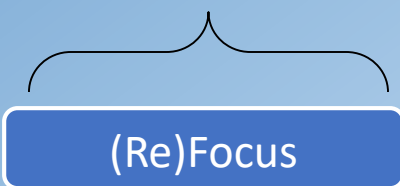
Engage

Evoke

Evoke

Plan

(Re)Focus



Sustain Talk & Discord

Sustain Talk

- “Sustain talk is about the target behavior or change and reflects one side of ambivalence.”
- Sustain talk can only be heard when the focus is determined.

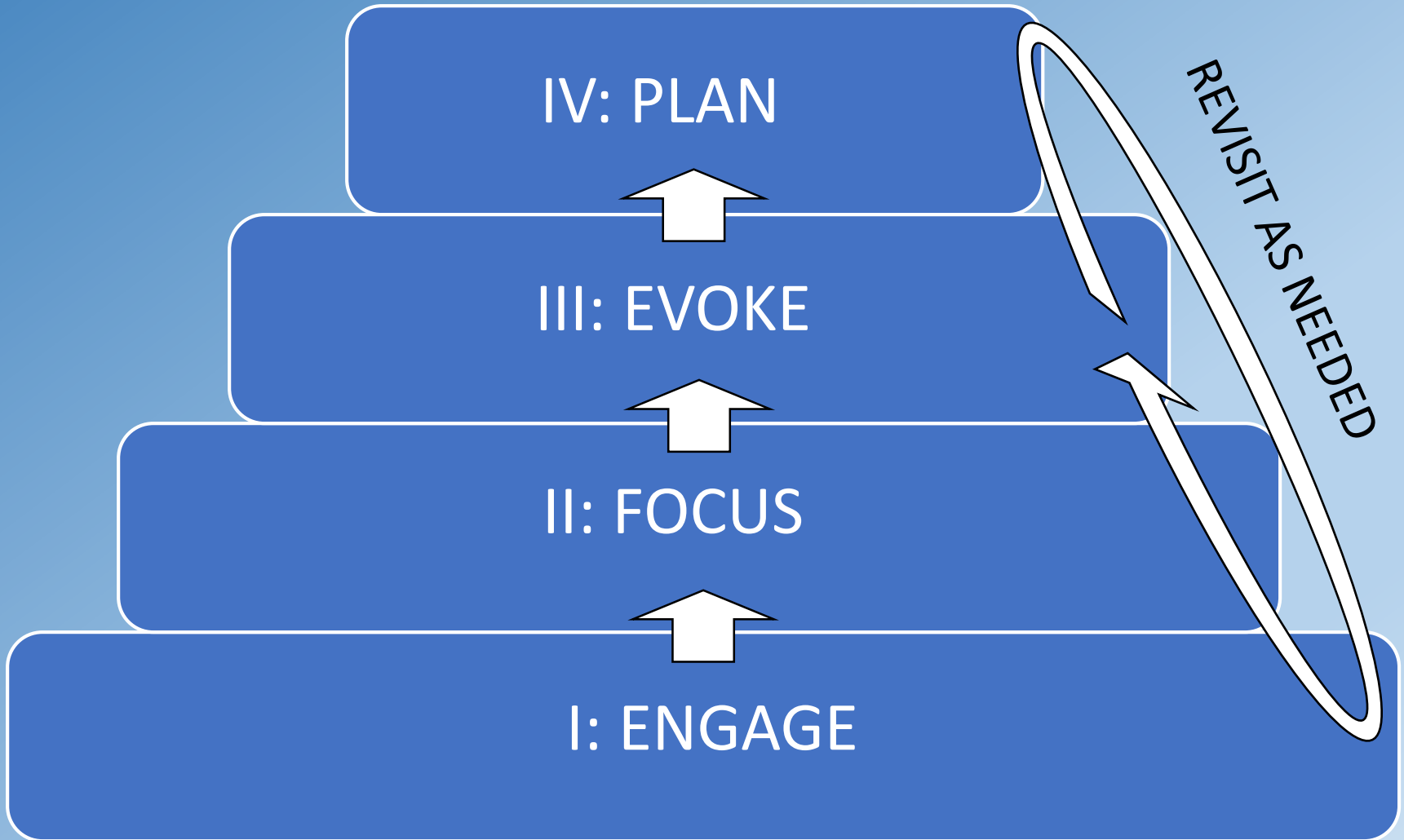
Discord

- “Signals of disharmony in your collaborative relationship”

“You don’t understand me.”

“Who are you to tell me what to do?”

The Four Processes of MI



Engagement: Attending to the Relationship

What does the person think of the fact that they're sitting in front of you?

Mandated people may feel angry, defensive, ashamed, exasperated, suspicious, etc.

Some mandated people may feel relieved, resolved to change, hopeful, etc.

Engagement: Attending to the Relationship

Problems in the relationship often manifest as discord.

When this is the case, always drop back to the engagement process!

How to handle discord...?

Express Empathy

Empathy is an active, ongoing attempt to understand the person's point of view.

- Not an emotional expression
- Expressing empathy means demonstrating it!
- Understanding struggles/challenges without condoning or condemning

Express Empathy (cont'd)

Empathy is the primary way to respond to **discord.**

Communicates respect to the client (avoids superior/inferior dynamics)

Skillful reflective listening is fundamental

Focus

For mandated people, the focus (target behavior) is often determined by the setting or the referral source:

- Become substance-free
- Refrain from violence
- Don't sell drugs or other illegal items

Notice a trend?

Evocation

How would a change in the target behavior help the person:

- Achieve important goals?
- Live out core values?

Exploring and attempting to understand goals/values fosters a collaborative relationship.

Evocation

Sustain Talk is natural at this point, just don't explore it in detail.

Explore the person's understanding of the situation:

- “What’s the best thing that could happen as a result of making this change?” (OR “What’s the worst thing that could happen if you don’t change?”)
- As an ALTERNATIVE to “preaching” or telling:
“What’s your understanding of what will happen if you (become violent, use drugs, don’t show up for appointments, etc.)?”

Planning

- If **commitment language** is present (and strong enough), we can begin exploring how to make the change
- Collaborating on initial steps toward change
- “Testing the ice”
- If initial steps are successful, move on to other approaches (e.g. CBT, emotion/bx regulation, mindfulness, etc.) which can still be delivered in an MI-consistent fashion

A Look at Some Research

Considerations:

Widely variant outcomes (even within positive effects on target bx's) have led to increased focus on the ***integrity*** of MI interventions:

- Kistenmacher & Weiss do a good job reporting efforts to maintain integrity
- McMurrans's systematic analysis of MI with "offenders" makes mention of integrity in only one sentence
- *Motivational Interviewing* 3rd edition makes recommendations about addressing MI integrity when conducting research (pp. 384-385)

A Look at Some Research

Considerations (cont'd):

“Mandated people” or “offenders” or “people in the corrections system” represent a wide variety of target bx’s. Some of these have been more extensively researched than others

Outcomes can be tricky (but still necessary) with MI because it’s often followed by or mixed with other interventions.

- MI does seem to have an “additive effect” with other interventions (see Motivational Interviewing 3rd edition, p. 341).

Note: The 3rd edition of MI briefly addresses corrections settings and some of the research (pp. 343-345)

References

Borsari, B., Apodaca, T. R., Jackson, K. M., Mastroleo, N. R., Magill, M., Barnett, N. P., & Carey, K. B. (2015). In-session processes of brief motivational interventions in two trials with mandated college students. *Journal of Consulting and Clinical Psychology, 83*(1), 56-67

Kistenmacher, B. R., & Weiss, R. L. (2008). Motivational interviewing as a mechanism for change in men who batter: A randomized controlled trial. *Violence and Victims, 23*(5), 558-570.

McMurrin, M. (2009). Motivational interviewing with offenders: A systematic review. *Legal and Criminological Psychology, 14*(1), 83-100.

Learning/Implementing MI

What can be accomplished in a workshop/training?

- Increased knowledge
- Moderate increase in skills, but not proficiency

At a minimum, practitioners need **ongoing observation and feedback.**

Best case scenario: Track client response and outcomes

References (cont'd)

Miller, W. R., & Mount, K. A. (2001). A small study of training in motivational interviewing: Does one workshop change clinician and client behaviour? *Behavioural and Cognitive Psychotherapy, 29*, 457–471.

Miller, W. R., & Rollnick, S. (2013). *Motivational interviewing: Helping people change* (3rd ed.). New York, NY: Guilford Press.