

SUPERVISOR'S GUIDE FOR SUPPORTING TRANSFER OF LEARNING

MOTIVATIONAL INTERVIEWING

Coaching and Education Techniques for Home Visitors

Note to Supervisors – Early Impact Virginia recommends that you complete the MI training along with the Home Visitors. The notes below will guide you in extending learning through group discussion and individual participation. You may adapt activities as needed to make them relevant for your staff.

Learning Objectives - Following the training, participants should be able to:

1. Define MI as a provider *style* rather than a set of techniques
2. Describe a basic assumption behind an MI approach
3. Discuss and practice OARS skills
4. Define the four processes of MI and demonstrate skills via semi-scripted practice
5. Demonstrate skills for responding to discord

Suggested follow-up activities and potential supervisor questions:

1. Lunch session discussion of specific MI skills
 - a. Reflections: What are some characteristics of reflections vs. questions? What are 3 examples of a reflection in response to the following client statement: "With all of the stress I'm under, I'm not sure I should even try to quit smoking right now."
 - b. Questions: When are the best times to ask open and closed questions? What are some examples of open questions that you might use to start a visit? How about some open questions you use to bring a visit to a conclusion?
 - c. Evoking vs. Providing: Some MI trainers say that the main way MI differs from other approaches to behavior change is in its reliance on evoking rather than providing. What are some ways in which you could modify things you usually PROVIDE into things you could EVOKE from the client?
 - d. Summaries: What are some examples of short summaries you might give at the end of a visit? How often do you do summaries within a visit? What might a good target be for increasing your use of summaries?
 - e. Change talk: When clients are considering change, they might speak about it in a way that shows hope, ability, reasons, etc. for change. What kinds of change talk are most common in your clients? What are some examples? What might you do next when you hear those examples (note: help staff voice and practice reflections in response to samples of change talk).
2. Watch free or purchased demonstration videos of MI skills with debriefing and discussion
3. Use of a formal measure, like the MIA Step, to code and coach MI skills

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4. Review the training handouts and discuss areas of comfort vs. less comfort for the home visitor
 - a. What was really surprising to you about the MI training?
 - b. What were your most important take-aways from the MI training?
 - c. MI is a skill, requiring practice to get better. How might you practice MI going forward? (Suggest idea of deliberately increasing just one of the OARS skills per visit for a week).
5. Review the MI learning plan developed by each Home Visitor during the MI training
6. Review additional free and purchased materials referenced on this guide.

Additional Resources:

- Free Government-funded learning materials are available for downloading!
 - [Enhancing Motivation for Change in Substance Abuse Treatment](#). Treatment Improvement Protocol (TIP) Series, No. 35, Center for Substance Abuse Treatment.
 - [KAP Keys for Clinicians to enhance motivation for change](#).
 - [Clinician Quick Guide to Enhancing Motivation for change in Substance Abuse Treatment](#).
 - Center for Substance Abuse Treatment, [Enhancing Motivation for Change In-service Training](#). DHHS Publication No. (SMA) 08-4190. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2006; reprinted 2008. This 239-page manual will provide you with guidance to review the TIP 35 and KAP Keys systematically in a series of in-service trainings for home visitors.
- Websites
 - [Motivational Interviewing](#)
 - [Motivational Interviewing](#) – SAMHSA-HRSA
- Coding System
 - The [MIA Step](#) is a system developed for supervising MI skills. It is a large manual with a self-assessment and supervisor assessment materials. It can be downloaded or purchased on a DVD and printed at your site.
- You Tube Talks and Demonstrations by MI Experts
 - [Motivational Interviewing: Facilitating Change](#), Dr. William Miller
 - [An Introduction to Motivational Interviewing](#): A starting point in understanding the underlying theory and practice of Motivational Interviewing. This resource includes interviews with accomplished trainers, knowledgeable researchers and skilled practitioners covering a wide range of topics. Along with learning about MI, the DVD's include demonstrations of MI sessions in the areas of addiction, mental health, corrections and health care. Based on the research, practice and wisdom of William Miller & Stephen Rollnick.

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- [The Effective Physician Series](#) by the Lisa Merlo Lab: See alternative methods for clinicians to help patients stop smoking, the confrontational method, and the MI-consistent method. Useful in brief consultation visits.
- [A Taste of Motivational Interviewing](#): a few slides, with some nice demonstrations of using the OARS to facilitate a constructive conversation about change.
- Recommended Videos
 - [Motivational Interviewing, A Tool for Learners](#). 2011. Available to purchase.
 - [The Method of Motivational Interviewing](#). Stephen Rollnick. Available to purchase.
 - [Motivational Interviewing Training Series](#), 1999, CASAA. 2 DVD set with classic demonstrations of MI by its founders. Available to purchase.
- Primary Sources: Recommended Books
 - Miller W.R. and Rollnick S. (2013). *Motivational Interviewing: Helping People Change*. New York: Guilford Press
 - Rosengren, D.B., (2017). *Building Motivational Interviewing Skills: A Practitioner Workbook, Second Edition*. New York: Guilford Press.
 - Rollnick, S., Miller, W.R., and Butler, C. (2008). *MI in Healthcare*. New York: Guilford Press.
- Related Early Impact Virginia Trainings
 - SBIRT for Home Visitors