

Motivational interviewing

Identifying uncertainty and moving
towards change

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Welcome.

We're excited to be here with you!

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Alexis Conavay
@AlexConavay

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A portrait of Bianca Yarborough, a woman with dark hair pulled back, smiling warmly. She is wearing a white top with a small black polka-dot pattern. The background is a textured, light-colored brick wall.

Bianca Yarborough

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2 Goals

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1

Understand the key aspects
of the motivational interviewing
framework.

2

Use the motivational interviewing framework in order to have more effective conversations with family, friends, and neighbors.

Agenda

Welcome and introductions

What is motivational interviewing?

Motivational interviewing framework

Debrief & close

#OFAAction

#PowerOfPink18

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OFA's core purpose is to create
a more accessible and
participatory democracy

Respect
Empower
Include

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GUIDED WORKSHEET

Motivational Interviewing

[Bit.ly/MIworksheet](http://bit.ly/MIworksheet)

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Can you think of an example
in your own life?



Motivational interviewing

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True or false?

The average gap between self-identified Democrats and Republicans on values has increased by 20% since 1994.

False

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The average gap between self-identified Democrats and Republicans on values has increased by 33% since 1994.

Research show that politics
has become an identity.

A close-up portrait of Ziad Munson, a man with dark curly hair, looking slightly to the left. He is wearing a dark suit jacket over a light-colored shirt. The background is dark and out of focus.

Ziad Munson

Lehigh University
Sociologist

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Want Gun Control? Learn From the N.R.A.

By HAHRIE HAN OCT. 4, 2017

“... their views evolved after joining these gun groups. So did their identities.”

Hahrie Han



Therefore, we have to
be good listeners...

...and ask questions that
reveal biases and beliefs in
a nonjudgmental way.

What is a way we can do this?

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MOTIVATIONAL INTERVIEWING:

A person centered method
of guiding to elicit and
strengthen personal motivation
for change

Motivational interviewing is...

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Motivational interviewing is

- A counseling style typically used to treat addictions

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- Encourages individuals to work through their resistance to behavior change in relation to their broader life goals and values

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- A counseling style typically used to treat addictions
- Encourages individuals to work through their resistance to behavior change in relation to their broader life goals and values
- Does not directly challenge another person's irrationality or denial—rather, helps to expose contradictions

Motivational interviewing is

- A counseling style typically used to treat addictions
- Encourages individuals to work through their resistance to behavior change in relation to their broader life goals and values
- Does not directly challenge another person's irrationality or denial—rather, helps to expose contradictions
- Effective when individuals express their own contradictions

Motivational interviewing is not...

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Motivational interviewing is not

- Judgmental

Motivational interviewing is not

- Judgmental
- Coercive—or forcing people to think in a certain way

Motivational interviewing is not

- Judgmental
- Coercive—or forcing people to think in a certain way
- Manipulative

Motivational interviewing is not

- Judgmental
- Coercive—or forcing people to think in a certain way
- Manipulative
- Persuasive

Many of us are not
professional counselors.

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That said, most of us are seeking
deep change in our country.

And we can make that change—with
the right tools!

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Agenda

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Motivational interviewing framework

Debrief & close

Motivational interviewing framework

1 Exploring

Motivational interviewing framework

- 1 Exploring
- 2 Guiding

Motivational interviewing framework

- 1 Exploring
- 2 Guiding
- 3 Choosing

WHAT WE STRIVE FOR IN THIS FRAMEWORK:

Are your questions ...

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Nonjudgmental

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Using their language

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Loving

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Expansive vs. reductionist

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Your experience
≠
Others experience

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MOTIVATIONAL INTERVIEWING FRAMEWORK

Exploring

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Exploring

- Listen to the individual's story

Exploring

- Listen to the individual's story
- Build rapport

Exploring

- Listen to the individual's story
- Build rapport
- Obtain history

Exploring

- Listen to the individual's story
- Build rapport
- Obtain history
- Listen and give a reflective statement

Offer reflective response

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CONTENT REFLECTION:

“Given what you said,
it sounds like you...”

MEANING/FEELING REFLECTION:

“It seems that you felt ...
is that right?”

CAUTIONARY TRAPS

Responding

With questions that
are biased in what
you want to hear.

CAUTIONARY TRAPS

Responding & Premature advice

With questions that are biased in what you want to hear.

Giving advice based on biases without first listening to the individual.

A volunteer speaks
with a voter in Los Angeles
about including transgender people
in nondiscrimination laws
(Edit of a 22 minute conversation,
some names muted for privacy)



2 minutes Reflection

If you were the person at the door canvassing this women, what would you ask or say at this point?



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3 minutes

Reflection

What exploring questions did you hear the canvasser say?

MOTIVATIONAL INTERVIEWING FRAMEWORK

Guiding

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Guiding

- Clarification of values

Guiding

- Clarification of values
- Summarize

Guiding

- Clarification of values
- Summarize
- Bring assumptions to the surface

More on guiding

- Confronting people can cause them to shutdown

More on guiding

- Confronting people can cause them to shutdown
- Therefore, we can “pull up alongside them”...

More on guiding

- Confronting people can cause them to shutdown
- Therefore, we can “pull up alongside them”...
- EVEN IF their statements are factually incorrect or blames others unfairly

Two techniques for guiding

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Two techniques

Double-sided reflection

- “On the one hand, you feel X, and on the other hand, you feel Y”

Two techniques

Double-sided reflection

- “On the one hand, you feel X, and on the other hand, you feel Y”

Invert barrier

- “It sounds like, in order to move forward, you might want to address barriers A, B, C”

CAUTIONARY TRAPS

Biases

&

Assigning values

Letting your biases and prejudices creep into to your efforts in the conversation.

Assigning value to the statements that the individual is stating.



Los Angeles LGBT Center



3 minutes

Reflection

What examples of guiding questions did you hear the canvasser say?

MOTIVATIONAL INTERVIEWING FRAMEWORK

Choosing

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Choosing

- Asking the individual to continue conversations

Choosing

- Asking the individual to continue conversations
- Exploring next steps and options with the individual

Two Techniques

Ask

- “On a scale of 1-10, how important is it to you that you change XYZ? What would it take to get you to a higher number? Why did you not choose a lower number?”

Two Techniques

Ask

- “On a scale of 1-10, how important is it to you that you change XYZ? What would it take to get you to a higher number? Why did you not choose a lower number?”

Invite

- To join a community organization, go to an event, have a further conversation, or support a cause.

CAUTIONARY TRAPS

Moving to this stage too soon!



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3 minutes

Reflection

How did the canvasser ask the woman to choose? What else might you do in this choosing phase?

Let's synthesize

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What do you feel complex about?

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Motivational interviewing framework

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Debrief & close

Debrief

What phase of the framework comes easily to you?

Which trap do you fall into?

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Debrief

What situation do you think this motivational interviewing framework would work best in?

Who do you commit to trying this with?

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A blue-tinted photograph of four young people (two men and two women) smiling and holding signs. The signs they are holding say "I will vote!" and "I will vote because I love my rights".

Connecting to OFA

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Upcoming In 2018

- 1 Organizing for '18
- 2 Commit to vote program
- 3 Online training series
- 3 Chapter involvement

Thank you for joining today's training.

Please fill out the survey below and give us
your feedback on today's training.

bit.ly/effectiveconvosMI