

Behavioral  
Health  
Workforce  
Development



# Motivational Interviewing for Peer Empowerment

Facilitate by:

Thomas Jaeger, MINT certified MI Instructor



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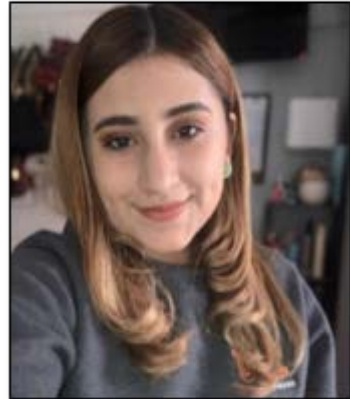
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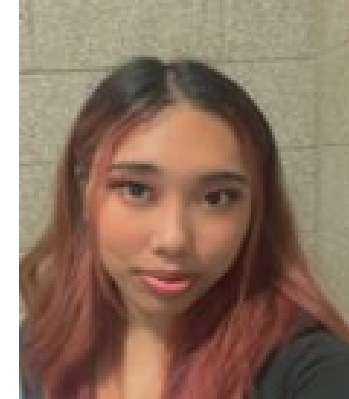
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## Meet the Presenter: Thomas Jaeger



Since graduating from UW Stout with a B.S. in Vocational Rehabilitation in 2012, Thomas Jaeger has been using a MI background to provide training and client services in the field of Vocational Rehabilitation with an emphasis on Psychiatric Rehab and Substance Abuse Counselling. He has had the privilege of continuing MI practice both with clients facing barriers to employment and as a trainer of practitioners who work with a wide range of participants. Recently he participated in a federally funded pilot program, studying the outcomes of using an IPS (Individualized Placement with Support) model in working with TANF (Temporary Assistance to Needy Families) participants and using MI as the underlying primary method of interaction with participants. Mr. Jaeger has had the privilege to providing training to Peer Recovery Coaches who utilize MI skills training as a part of the certification process.





- **“People are usually more convinced by reasons they discovered themselves than by those found by others.”**

**~Blaise Pascal**



# What is “MI”?

- Person-Centered
- Way of communicating
- Professional is a “guide”
- Helping participants find their own reasons to change
- Exploring & resolving their mixed feelings about that change
- [MINT: Motivational Interviewing Network of Trainers](#)

# Spirit in Dialog Form

- I'd like to help you (Compassion) and talk this through with you; (Partnership) you are a valuable person and I will refrain from judging you (Acceptance) instead, I'd like to listen and find out what you think will work well for you to change (Empowerment).

When we are told what  
we should do...  
We often argue for and  
do the opposite!

**WHY is this true?**



# Reactance Theory

We rebel when others try to control us:

*"An increase in the rate and attractiveness of a 'problem' behavior is likely if a person feels that his or her personal freedom is being infringed upon or challenged!"*

*~Brehm 1966*





# Righting Reflex

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- The desire to fix what seems wrong with people and to set them promptly on a better course, relying in particular on directing
- Many times, the practitioner's "goal" is to understand, fix, diagnose, or control
- However, the participant needs to be:
  - listened to
  - understood
  - the source of the solution





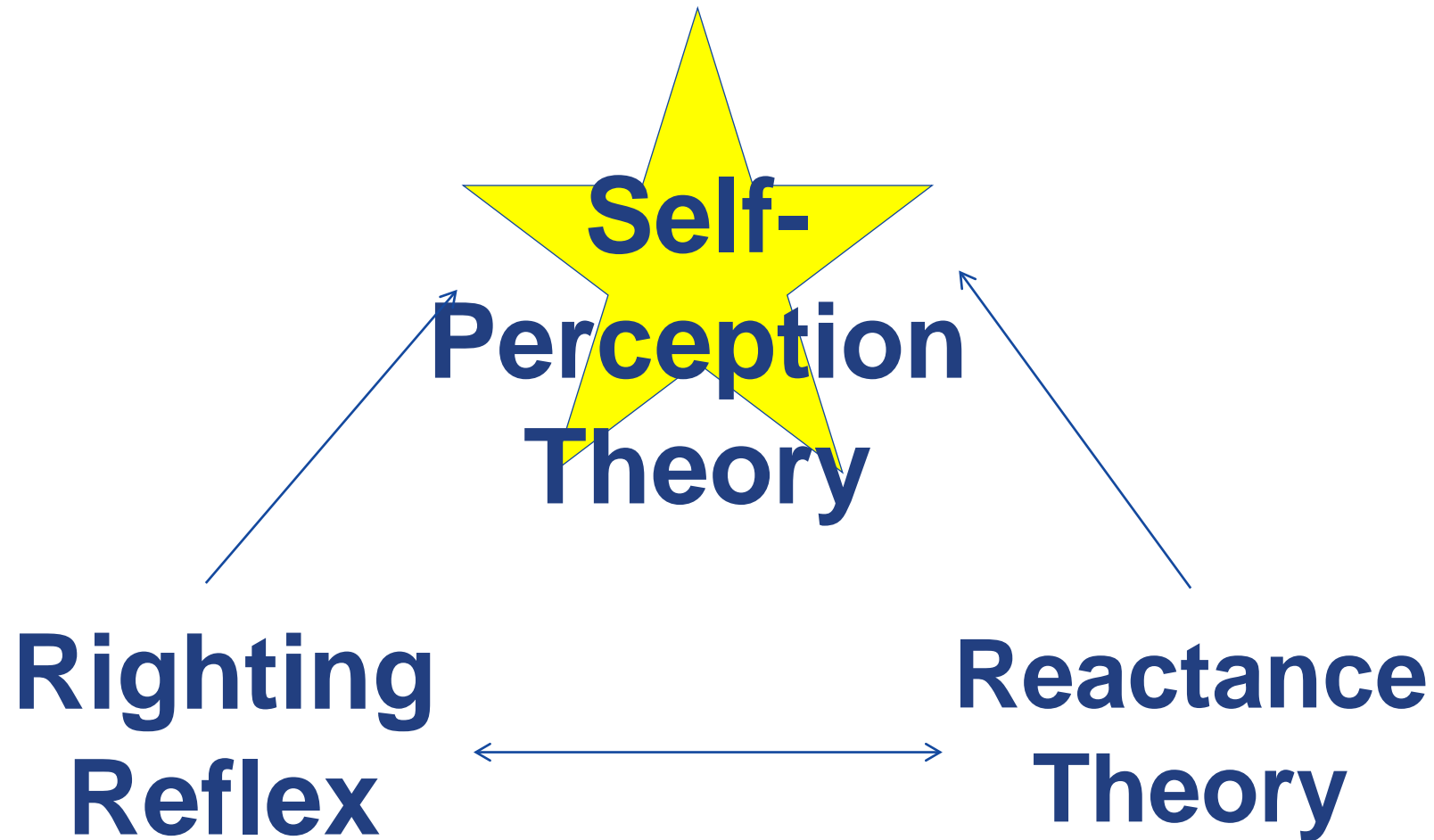
# Self-Perception Theory

- The more a person argues on behalf of a position, the more he or she is committed to it.
- We believe what we hear ourselves say.
- When a person publicly takes a position, his/her commitment to that position increases.
- -Bem 1972

# Motivational Interviewing



# Research Support For Motivational Interviewing





# Change Talk: Getting to GOAL



# What does change talk sound like?

## Feeling 2 ways about change

- I know I need to cut back on drinking, but I don't want to lose all my friends
- I know I should quit, but it's the only thing that calms my nerves
- I know I need to find a job, but it's hard with felonies
- The judge has me doing all this stuff and now I have no time for the kids
- Live examples – What do people say to you?

# Change Talk vs. Reactance

## Change Talk

- I know I need to cut back on drinking, but I don't want to lose all my friends
- I know I should quit, but it's the only thing that calms my nerves
- I know I need to find a job, but it's hard with felonies
- The judge has me doing all this stuff and now I have no time for the kids
- Live examples – What do people say to you?

## Reactance

Yeah, but.....

I know, I know.....

I'm trying but it's not easy.....

You don't know what it's like to.....

Don't Judge me

Why can't everyone just get off my back

I'm not, I won't, I can't



# Listen for VALUES

- Your listening will help the client uncover what matters
- Like being a good parent/role model, student, provider; having financial independence, freedom, respect, etc.



# Activity-Ask Ask Tell Ask

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- What are some topics or issues that you commonly have to give advice about? (group share)
- It is usually an information gap or a motivation gap (or both)? How do you know the difference?
- Group Discussion:
  - Create an Ask, Ask, Tell Ask statement and have a person in the group ask-tell-ask.



# Group Discussion

## ❑ **First ask:**

- What do people/families/ do when.....?
- What do you know so far about?
- Practitioner: What do you know so far about what mothers do when there is no food in the house? (If they come up with solutions and ideas, continue to stay in the MI roll. If no idea what people do, move to second ask.)

## ❑ **Second Ask:** May I make a suggestion? WAIT FOR PERMISSION

❑ **Tell:** There are local food shelves in the area that people access for immediate help, then some

longer term food programs that people enroll in to help with the ongoing food challenges

❑ **Third Ask:** How does that sound? How does that idea seem as an option? Is that something you would consider?

# A Tale of 2 Conversations (exercise if time)

- Listening for and repeating back what matters VS coming up with solutions and “problem solving”.
- What are the values, what is the person saying is important?
- Are you hearing an information gap VS a Motivation gap.

# Questions?