

# MOTIVATION AND MAKING IT HAPPEN

2017  
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Welcome!

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## CONTACT

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- *Healthy lives,*
- *Safe communities*



## AGENDA

- Good morning!
- Introductory remarks
- Finding strengths
- Finding the goals behind the strengths
- Motivational Interviewing
- Exercises all along the way
- How do people change?

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## FOCUS

- Experience
- Relax
- Take-home skills
- Enjoy time being in a group

## TAKE HOME MESSAGES

- What you do matters
- What you do works
- Follow the research
- Beware of false advertising
- Always keep the big picture in mind



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## INTRODUCTORY REMARKS

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I GET BY WITH A LITTLE HELP FROM MY FRIENDS



How Does Change Happen?

BERLIN



## ROBBEN ISLAND



## "TANK MAN"



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## WHERE WE ARE AND WHERE WE WANT TO BE



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## WHERE WE ARE AND WHERE WE WANT TO BE



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## TAKE-HOME SKILLS

- 1) Establish a plan of self-care
- 2) Express gratitude to your colleagues

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## GRATITUDE



## FEEDBACK-INFORMED TREATMENT IN CLINICAL PRACTICE

REACHING FOR EXCELLENCE



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## TAKE-HOME SKILLS

- #3) Establish a culture of feedback
- #4) Get actionable feedback:
  - Clients
  - Colleagues

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## ASK YOURSELF

- What's the best session you've done in the past year?
- What made it so effective?
- What gets in the way of your doing that all the time?

## OBJECTION!!!



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## OBJECTION OVER-RULED

- These skills are not as "basic" as many people think
- Mastery of MI can take 5-10 years



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## LET'S DO IT!

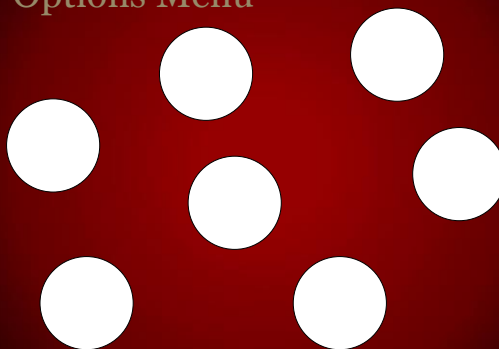
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## TAKE-HOME SKILLS

- 5) Options Menu
- 6) Scaling Questions

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## Options Menu



## Are We Ready?

0 1 2 3 4 5 6 7 8 9 10

Motivation = importance + Confidence

## TAKE-AWAY MESSAGE

- People change
  - We have proof
- Punishment alone does not reduce recidivism
  - We have proof
- When all else fails, get back to the basics
  - Effective treatment gets people to change the way they think and gets families to support those changes
  - **We will never change the way they think; they have to**

## TAKE-HOME MESSAGE

- Change Talk
- Acceptance
- Less Is More
- Righting Reflex
- Michelangelo Belief
- Autonomy and Choice



**MEET YOUR  
CLIENTS WHERE  
THEY'RE STRONG**

**LET'S GO DEEPER**

**LET'S GO WIDER**



## MEET YOUR CLIENTS WHERE THEY DREAM

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### Competence (being good at something)

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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### AUTONOMY/INDEPENDENCE

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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### CONNECTION TO OTHERS

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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### MEANING AND PURPOSE IN LIFE

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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### HAPPINESS/PLEASURE

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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## LIFE: HEALTH AND SURVIVAL

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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## CREATIVITY/NOVELTY

Importance:

0 1 2 3 4 5 6 7 8 9 10

Confidence:

0 1 2 3 4 5 6 7 8 9 10

Why that number and not a lower one?

What would it take for you to score higher?

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## MISSION CRITICAL:

- In answering those questions, what external pressures did you feel?
- Do we answer these questions for our clients? On their behalf? For their “own good”?
- Or do we explore, collaborate, evoke what is important/meaningful for them?

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ALWAYS MEET YOUR  
CLIENTS WHERE THEY  
DREAM

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Treatment is something we do **for**  
and **with** clients, not **to** and **on**  
them

(Miller & Rollnick, 2013)

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## MOTIVATIONAL INTERVIEWING

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## 2013 PRACTITIONER'S DEFINITION

- Motivational interviewing is a person-centered counseling style for addressing the common problem of ambivalence about change.



## 2013 TECHNICAL DEFINITION

- Motivational interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.

## THE SPIRIT OF MOTIVATIONAL INTERVIEWING

- Partnership
- Acceptance
- Compassion
- Evocation



## FOUR PROCESSES

- Engaging
- Focusing
- Evoking
- Planning



## THESE PROCESSES ARE...

- Somewhat linear
  - E.g., engagement comes first
- And also recursive
  - Engaging happens throughout MI
  - Focusing is not a one-time event;
  - Real treatment involves re-focusing
  - “testing the water” on planning helps

## TALK

←-----→  
Sustain                      Change                      Commit

There is no such thing as “resistance”

There is discord and sustain talk

“I’m not gonna; you can’t make me”

## CHANGE TALK

- Desire *"I want to..."*
- Ability *"I can..."*
- Reason *"There are good reasons to..."*
- Need *"I need to..."*

## RESPONDING TO CHANGE TALK

- *When you hear change talk, don't just stand there!*
- Elaborate (tell me more)
- Affirm
- Reflect
- Summarize

## GETTING MOVING: OARS

- Open questions
- Affirmations
- Reflections
- Summaries

## REFLECTIVE LISTENING

- Simple Reflection
  - Exact words
  - Closely related words
- Complex Reflection
  - Continuing the paragraph
  - Reflecting emotion

**CAN SOMEBODY  
TELL ME...**

How do people actually  
change?

## HOW DO PEOPLE CHANGE?

- Challenging "distorted cognitions"
- Completing assignments?
- Following the manual?
- Through their experiences and discoveries?
- Or, via a relationship experience where hope and possibility are renewed ... or born.



**WHAT WE NEED ...**

- Mindset
- Heartset
- Spirit
- Attitude
- Intention

**COMPASSION****WE CAN LEAVE NO ONE  
BEHIND**