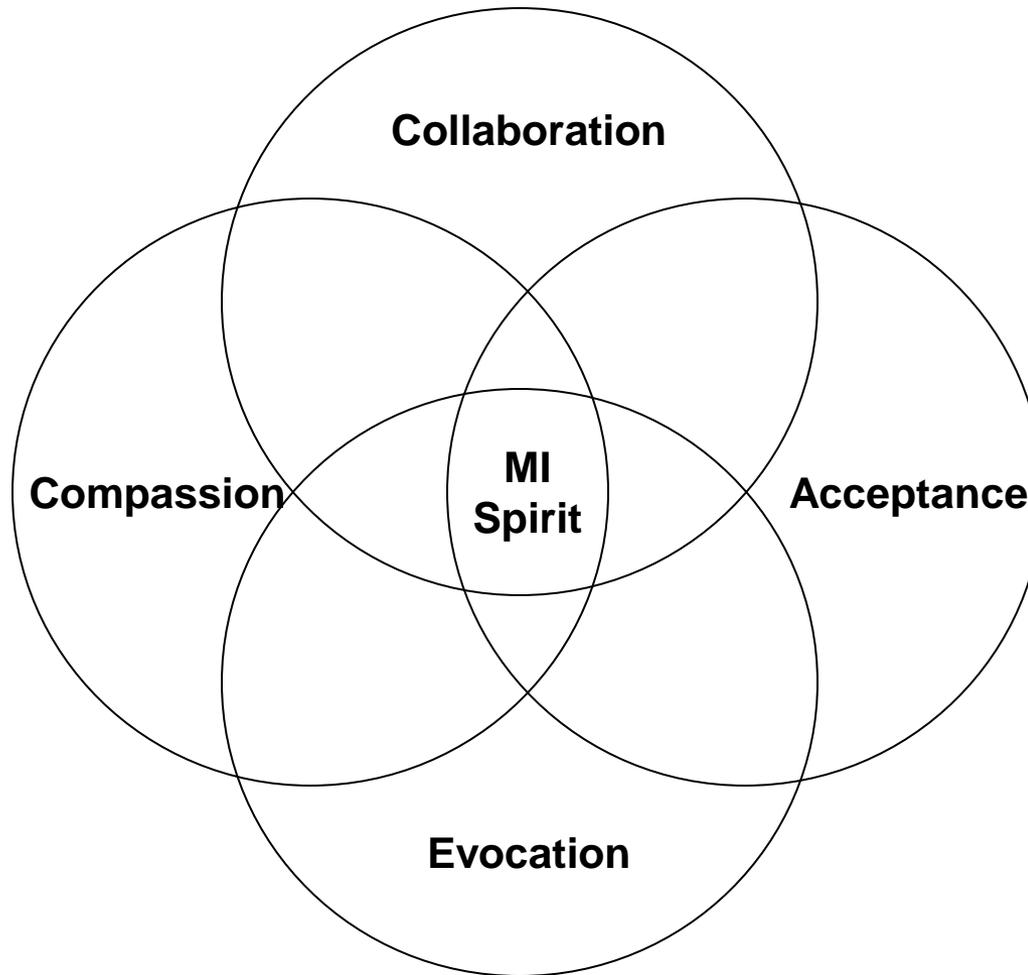


One System One Voice

The Spirit of Motivational Interviewing

A deeper look at the four elements

The Underlying Spirit of Motivational Interviewing (MI)



A Deeper look at the four elements

Partnership

- An active collaboration between people
- The helper is a companion who typically does less than half the talking
- Involves exploration, interest and support rather than persuasion or argument
- Move with rather than against the other person
- The helper still leads and skillfully guides just as in a waltz
- The helper activates the person's own motivation and resources for change

The helper CANNOT change the person, only they can change

- Not something done by an expert to a passive recipient (e.g. teacher to pupil, a master to a disciple)
- Not done “to” or “on” someone

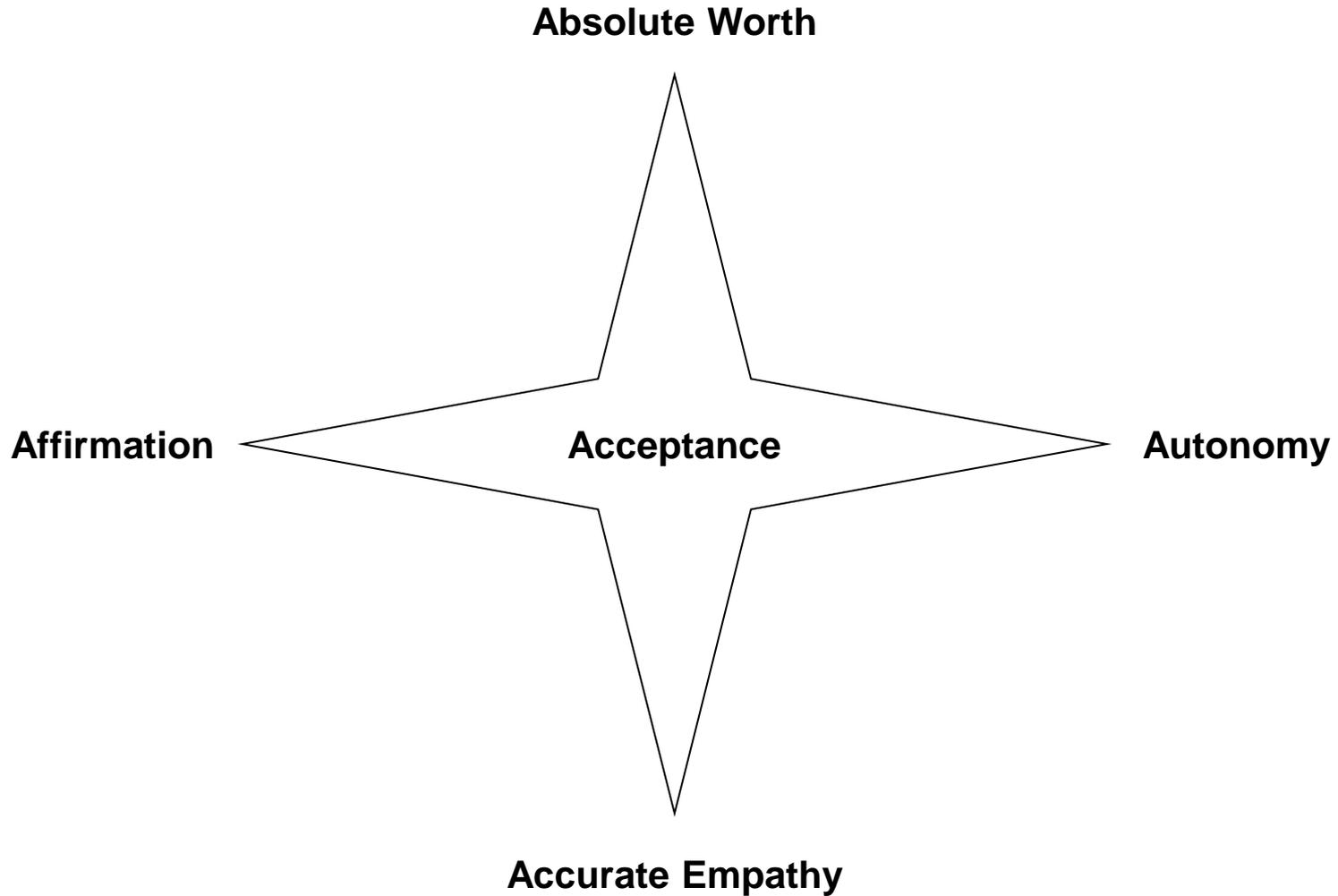
This partnership aspect bespeaks a profound respect for the other

A Deeper look at the four elements

Acceptance

- Absolute Worth
 - Does NOT mean you necessarily approve of the person's actions or acquiesce to the status quo
 - Your personal approval (or disapproval) is irrelevant
 - Acceptance involves prizing the inherent worth and potential of the person
 - Unconditional positive regard – profound respect for the individual
- Accurate Empathy
 - An active interest in and effort to understand the other's internal perspective
 - To see the world through their eyes
 - Ability to understand another's frame of reference and the conviction to do so
- Autonomy Support
 - Honoring and respecting each person's autonomy, their irrevocable right and capacity of self-direction
 - Acknowledging a person's freedom of choice diminishes defensiveness
 - Let go of the idea and burden that you have to (or can) make people change (relinquish the power you never had in the first place)
- Affirmation
 - To seek and acknowledge the person's strengths and efforts

Four Aspects of Acceptance



A Deeper look at the four elements

Compassion

- To actively promote the other's welfare
- To give priority to the other's needs
- A deliberate commitment to pursue the welfare and best interest of the other

Evocation

- To call forth form within, to draw out
- People already have within them much of what is needed, your task is to evoke it
- Assume there is a deep well of wisdom and experience within the person
- Understand the person's perspective and wisdom

To work with a spirit of compassion is to have your heart in the right place so that the trust you engender will be deserved

Two Approaches

Docere

This perspective starts very much from a deficit model, that the person is lacking what is needed.

Ducere

This perspective starts with the assumption that there is a deep well of wisdom and experience within the person from which the helper can draw. Much of what is needed is already there, and it's a matter of drawing it out, calling it forth

The MI practitioner is keenly interested in understanding the person's perspective and wisdom and evoking change from within