Motivational Interviewing Supervisory Approach

Assessing Readiness: Let the supervisee tell you

The focus of supervision is to elicit the supervisee's internal viewpoint**,** NOT to impart wisdom, insight or reality. The supervisor draws out ideas, feelings, and wants from the supervisee. Drawing out motivation, finding intrinsic motivation for change and bringing it to the surface for discussion is the essence of MI.

- Ask permission: "Would it be all right with you if we spent a few minutes talking about _____?"
- Show ruler and ask about readiness: "On a scale of 0-10, how ready are you to consider _____?"
- Encourage more detail: "Why did you choose ____ (number)?"
- Listen, listen, listen! Be curious, non-judgmental, non-interrupting…use attentive silence Use positive non-verbal language (body position, facial expression, voice, eye contact) Ask open-ended questions about the self-rating to encourage "change talk":
- "Why did you pick a (number) and not a (zero or lower number)?"
- What would it take to move you from (chosen number) to (a higher number)?
- Summarize what you think you heard the client express.
- Ask: "Did I get it all?" "Am I understanding you correctly?"
- Ask about the next step: - "Where does this leave you now?" - "Where does (this change) fit in your future?"
- Show appreciation: "Thank you for your willingness to talk with me about _____."
- Note: can also use the ruler to assess how important the supervisee perceives the change to be and how confident he or she is in achieving this change. Promote change-talk, as in Step 3 above, by asking why this rating and not a lower number, and what would help move to a higher number.

Offering Advice: What does it sound like?

- Ask permission: "If you're interested, I have a recommendation (an idea, a suggestion) for you to consider. Would you like to hear it?"
- Offer advice: "Based on my experience, I would encourage you to consider ____." or "From what I have observed, I think this might be a good option for you:_____." If the supervisee's present situation is urgently harmful (where action must be taken right away): "As your supervisor, I urge you to _____" or "In my best professional opinion, I must urge you to consider _____ now"
- Emphasize choice: "…of course, it's your decision."
- Elicit response and more "change talk": "What do you think about this suggestion (recommendation, idea)?" "How do you think this might fit into your current situation?"
- Voice confidence: "I'm confident that if you make the decision to _____, you'll find a way to do it.

Exploring Ambivalence: What does it sound like? Uncertainty and reluctance to change are normal and understandable. Instead of arguing or opposing resistance, reframe it to help the patient conclude for himself/herself that there is a discrepancy between present behavior and important goals/values. Roll and flow with resistance, don't impose new views or goals, but invite the supervisee to consider new information and offer another viewpoint. Help the supervisee make the conclusion himself/herself that changing behavior is an advantage.

Options	**Reasons to NOT Change**	**Reasons to Change**
Staying the same	What do you like about the present behavior?	What worries you about the present behavior?
Changing	What worries would you have if you DID change?	What are the benefits of changing?

- Ask permission: "Would it be all right with you if we spent a few minutes talking about _____?"
- Ask "disarming" open-ended question: - "What are some of the advantages for keeping things just the way they are (for NOT changing)?"
- Listen, listen, listen! - Be curious, non-judgmental, non-interrupting…use attentive silence - Use positive non-verbal language (body position, facial expression, voice, eye contact)
- After listening, summarize. Ask: "Did I get it all?" "Did I understand you correctly?"
- Ask "reverse" open-ended question: - "What are some of the reasons FOR making a change?"
- Listen, listen, listen!
- After listening, summarize BOTH sides of ambivalence. Start with the reasons for not changing, followed by reasons for changing. - "Let me see if I understand what you've said…" - "It sounds like…."
- Ask: "Did I get it all? Did I understand you correctly?"
- Ask about the next step: - "Where does that leave you now?" - "Where does _____ (the change) fit into your future?"
- Show appreciation: "Thank you for your willingness to talk with me about _____."
- Support self-efficacy: "I'm confident that if and when you make a firm decision to ____, you'll find a way to do it.