



Motivational interviewing

Identifying uncertainty and moving
towards change

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OFA

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 at the camera. She is wearing a white top with a small black polka-dot pattern. The background is a rustic, textured wall made of reddish-brown bricks and mortar.

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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We're OFA

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

Respect
Empower
Include

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Agenda

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GUIDED WORKSHEET

Motivational Interviewing

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 upwards and to the left. He is wearing a dark suit jacket over a light-colored shirt.

Ziad Munson

Lehigh University
Sociologist

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

Hahrie Han

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Opinion | OP-ED CONTRIBUTOR

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

By HAHRIE HAN OCT. 4, 2017



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?

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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- 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...

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.

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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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

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?



Los Angeles LGBT Center



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

- 1 Exploring
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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 background image showing four young people (three women and one man) smiling and holding signs. The signs say "I will vote!" and "I will vote because I love my country".

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