MI Reflection Exercise – Complete Post CW 3032/Pre CW 3042

Instructions: Listed below are a variety of Motivational Interviewing consistent and inconsistent skill areas. Please rate the degree to which you incorporated any of these techniques into your interview. Feel free to write comments below each item about any areas you want to discuss with your mentor. For each item, please rate your best estimate about how frequently you used the technique. You will bring a signed copy with you when you attend CW 3042.

1 Not at all	Never used this technique
2 A little	Used the technique one time briefly
3 Infrequently	Use the technique 2 times briefly
4 Somewhat	Used the technique 3-4 times briefly or once or twice extensively
5 Quite a bit	Used the technique 5-6 times briefly or three times extensively
6 Considerably	Use the technique during more than half of the interview
7 Extensively	Use of the technique almost the entire interview

Interviewer: _____ **Date:** _____

Length of Time for Interview: _____ **Type of Interview:** _____

Motivational Interviewing Consistent Items

1. **Motivational Interviewing Spirit:** To what extent did you provide low-key feedback, avoid arguments, and use a warm, supportive, nonjudgmental, collaborative approach? To what extent did you convey empathy and sensitivity through your words, tone of voice, demonstrate genuine concern and an awareness of the client's experience?

   Motivational Interviewing Spirit: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

2. **Open-Ended Questions:** To what extent did you use open-ended questions that requested more than yes/no responses to elicit the client's perception of his/her problems, motivation, change efforts, and plans?

   Open-Ended Questions: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

3. **Affirmation of Strengths:** To what extent did you verbally reinforce the client's strengths, abilities, or efforts to change his/her behavior? To what extent did you try to develop the client's confidence by acknowledging and validating small steps taken by the client? To what extent did you express appreciation for the client's personal qualities that might facilitate successful change efforts?

Affirmation of Strengths: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

4. **Reflective Statements:** To what extent did you use reflective listening skills such as simple reflections (repeating exact words), complex reflections (rewording to understand what the client may be thinking or feeling), or making reflective summary statements (repeating what the client has said so far so he/she may hear their own words and you demonstrate that you are listening to him/her)?

Reflective Statements: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

5. **Fostering a Collaborative Atmosphere:** To what extent did you convey in words or actions that this interview is a collaborative relationship in contrast to one where you are in charge? How much did you emphasize the importance of the client's own decisions, confidence, and perception of the importance of making this change? To what extent did you verbalize respect for the client's autonomy and personal choice?

Fostering A Collaborative Atmosphere: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

6. **Motivation to Change**: To what extent did you try to elicit client discussion of change (self-motivational statements) through evocative open-ended questions and/or reflections to get him/her to elaborate on his/her awareness/concern for the problem, recognition of the advantages of making this change, increased intent/optimism to make the change, or elaboration on a topic related to that change? To what extent did you discuss the stages of change, help the client develop a rating (scale) of current importance, confidence, and readiness (ready, willing, and able) to make this change?

Motivation to Change: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

7. **Developing Discrepancies:** To what extent did you try to increase the client's awareness of a discrepancy between where his or her life is currently versus where he or she wants to be in the future? How much did you explore how not making this change may be inconsistent with his/her goals, values, or self-perception?

Developing Discrepancies: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

8. **Pros, Cons, Ambivalence:** To what extent did you explore ambivalence (being stuck) and support it as a normal part of the change process with the client? To what extent did you address the positive and negative effects of making (or not making) this change? To what extent did you have the client brainstorm solutions to make this change happen?

Pros, Cons, Ambivalence: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

9. **Client-Centered Discussion and Feedback:** To what extent did you facilitate a discussion of the problems for which the client identified instead of directing the conversation to problems identified by you? To what extent did you provide feedback (advice) to the client about his or her problems only when solicited by the client or when you explicitly sought the client's permission to do so first?

Client-Centered Discussion & Feedback: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

10. **Change Planning Discussion:** To what extent did you develop a plan with the client in a collaborative way? To what extent did you facilitate discussion of the client's self-identified goals, steps for achieving those goals, support and resources available to help the client, what obstacles may exist, and how to address barriers to change?

Change Planning Discussion: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

Motivational Interviewing Inconsistent Items

11. **Unsolicited Advice and/or Direction-Giving:** To what degree did you provide unsolicited advice, direction, or feedback (offering specific concrete suggestions for what the client should do)? To what extent was your style one of instructing the client how to be successful and what to do?

Unsolicited Advice / Direction Giving: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

12. **Emphasis on Negative Consequences:** To what extent did you present the goal of stopping/changing a behavior as the only legitimate goal and that the consequences of not stopping/changing would have negative consequences for him or her? To what extent did emphasize or reinforce that stopping/changing would be the standard for judging improvement?

Emphasis on Negative Consequences: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

13. **Direct Confrontation of a Client:** To what extent did you directly confront the client about his or her failure to acknowledge problems or concerns? To what extent did you directly confront the client about not taking steps to try to change identified problem areas?

Direct Confrontation of a Client: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

14. **Asserting Authority:** To what extent did you verbalize clear conclusions or decisions about what course of action would be best for the client? How much did you warn the client that success would be impeded unless the client followed certain rules/guidelines/directives? To what extent did you tell the client "this is what works (or will work)" best for him/her? To what extent did you refer to your own experiences, knowledge, and expertise to persuade the client to make this change?

Asserting Authority: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

15. **Closed-Ended Questions:** To what extent did you ask questions that could be answered with a "yes/no" response or that sought very specific answers, details, or information about the client's past or current behaviors and circumstances?

Closed-Ended Questions: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐

My strengths during the interview:

Areas I would like to work on:

Mentor **Date**

Supervisor **Date**

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