Motivational Interviewing (MI), first described by William Miller (1983), and later elaborated in the classic book—Motivational Interviewing: Preparing People for Change (1991, 2002)—offers a practical, evidence-based approach for supporting clients in making and sustaining healthy behavior changes. Originally developed in the drug and alcohol field, over 300 clinical trials demonstrate the efficacy of MI across a range of populations, target behaviors, and medical conditions. In particular, MI has been shown to be especially effective in brief clinical encounters and for individuals not ready or unsure about change. This intensive 3-day workshop will provide participants an in-depth overview of the theory, principles, and skills of MI. Participants will be guided through a sequence of learning activities to explore and shape counseling practice behavior, and to initiate a process for developing proficiency in MI. Learning activities will include: demonstrations, videotape examples, “real-plays”, case studies, small group exercises, and significant participant practice with feedback.

**Learning Objectives:**

1. Describe the “spirit” and key principles of Motivational Interviewing (MI).

2. Observe and debrief demonstrations and DVD examples of MI.

3. Demonstrate and practice the interpersonal style and primary skills for evoking intrinsic motivation for healthy behavior change.

4. Receive individual feedback in MI practice behavior.

5. Develop a personal plan for practicing and incorporating the primary skills and strategies of MI into counseling practice.
Program Outline

Day 1: 8:45am-4:45pm

1. Welcome, Introductions, and Expectations (30 min)
   - Pre-post questionnaire

2. Opening exercises (30 min)
   - Baseline confidence assessment
   - Role-play comfort assessment
   - Identification of personal health behavior
   - Brainstorm: What works? What doesn’t?

3. The Limits of Persuasion: “Convincing Exercise” (15 min)

4. MI Demonstration (30 min)

5. Definition of MI (15 min)
   The “Spirit” of MI
   The Four Principles of MI
   (Theoretical principles and research woven throughout the curriculum)

BREAK: 15 min

6. Exercise #1: Opening the Encounter/Assessing Readiness to Change: 30 min

7. Interpersonal Style: Part 1: 30 min
   - Video tape: “The Horse Whisperer”

8. Strategic Listening: Part 1: 30 min
   - Exercise #2: Non-verbal Listening
   - Exercise #3: Thinking Reflectively

LUNCH:

9. Strategic Listening: Part 2: 60 min
   - Exercise #4: Forming Reflections
   - Video Tape Example

10. Opening Strategies: OARS: 30 min
    - Opening the encounter
    - Small group exercise: Constructing strategic open-ended questions

11. Exploring Ambivalence: 30 min
    - Exercise #5

BREAK: 15 min

12. Evoking “Change Talk”: 60 min
    - Video tape example
    - Exercise #6
13. On-site Practice: **30 min**

14. Adjourn

**Day 2: 8:45am-4:45pm**

1. **Review and Debrief:** **30 min**

2. **What is Resistance?:** **60 min**
   - Video tape example
   - Exercise #1a: “Batting Practice”
   - Exercise #1b: “Rolling with Resistance”

3. **Importance and Confidence:** **15 min**
   - Exercise #2

BREAK

4. **Exchanging information:** clinical feedback; advice; education: **60 min**
   - Exercise #3: Giving Feedback
   - Exercise #4: Offering Advice

5. **Strategic Listening: Part 3:** **45 min**
   - “In the moment”

LUNCH

6. **Strategic Listening: Part 4:** **45 min**
   - “In the moment”

7. **Phase 2: Strengthening Commitment:** **30 min**
   - Demonstration
   - Exercise #5

8. **Multiple Behaviors: Negotiating the agenda:** **30 min**
   - Demonstration

BREAK (15 min)

9. **Ethical Complexities:** **45 min**

10. **Discrepancy and Behavior Change:** **60 min**

11. Adjourn

**Day 3: 8:30am-4:45pm**

1. **Strategic Reflective Listening (Part 1):** **30 min**
   - Exercise #1: “Batting Practice”

2. **MI and Mentoring:** **30 min**
- Exercise #2: Observation & Feedback

3. Interpersonal Style: Part 2: **30 min**
   - Video Tape Assessments
   - Coding using the “MITI”

4. MI demonstration with Feedback: **15 min**

BREAK (15 min)

5. Eliciting Change Talk (Prep talk and commitment talk): **45 min**
   - Exercise #3: “Easy as 1-2-3”

6. Affirming and Reinforcing: **30 min**

7. Values and Motivation: **30 min**
   - Demonstration with Feedback

LUNCH

8. Putting It All Together (Part 1): **1 hour 45 min**
   - Exercise #4: Triad practice with feedback
   - Exercise #5: “Roadmap” Development for Specific Settings

BREAK

9. Putting It All Together (Part 2): **45 min**
   - Exercise #6: “Fishbowl” practice
   - Pre-post questionnaire
   - “A final Review”

10. Personal Goal Setting and Action Planning: **30 min**

11. Wrap-up: **30 min**
   - Key Learnings
   - Evaluations

**Target Audience:**

This workshop is appropriate for helping professionals who are in the role of counseling clients/patients to make and sustain healthy behavior changes: physicians, psychologists, nurses, health educators, care managers, dieticians, social workers, counselors, psychologists, life coaches, clergy, probation/corrections officers, personal trainers, etc.

**Biography: Steven Malcolm Berg-Smith, MS, CWP**

For over 26 years, Steven Berg-Smith has worked as a behavior change counselor, health educator, drug & alcohol prevention specialist, and researcher. He currently has a private practice in San Francisco as a trainer, consultant, mentor, and health counselor.
A member of the International Motivational Interviewing Network of Trainers (MINT) since 1994, Steven has conducted over 400 motivational interviewing (MI) workshops and presentations throughout the US and internationally. Considered a master trainer by his peers, Steve has served as a “trainer of trainers” for MINT, and collaborated in the design of MI-inspired behavior change intervention protocols for numerous national clinical research trials (e.g., Women’s Health Initiative; Women’s Intervention Nutrition Study; Dietary Intervention Study for School-aged Children; Trials of Hypertension Prevention). He has authored several frequently cited articles on how to use motivation-enhancing tools and strategies to support adolescents and adults in making positive lifestyle changes.

Steven holds a MS in Community Health Education from the University of Oregon, and a BA in psychology from the University of Redlands.

Website: www.berg-smithtraining.com

PUBLICATIONS:


Clients: Steven Malcolm Berg-Smith, MS, CWP

- The following is a partial list of organizations Steven Berg-Smith has facilitated training courses for in the past 10-years:

  Alaska NASW
  Alaska Nurses Association
  American Association of Lifestyle Counselors
  American Diabetes Association
  American Health Foundation
  Aventis Pharmaceuticals
  California Dietetic Association
  California Department of Health Services (WIC)
  California Pacific Medical Center
  Catholic Community Services, Juneau, AK
  Centers for Disease Control (WISEWoman Program)
  City of San Francisco
  Community Vocational Enterprises (CVE)
  County of San Diego, Health & Human Services
Eli Lilly
EPIC Youth Services, Yakima, WA
General Mills (Bell Institute)
Hartnell Community College, Salinas, CA
Hawaii Dietetic Association
Huntington Hospital, Pasadena, CA
Jenny Craig
Juneau-Bartlett Hospital
Kaiser Permanente, Northern Calif. Region
Kaiser Permanente Center for Health Research
National Wellness Institute
Northwest Network for Youth, Oregon
Oregon Health Sciences University
Palo Alto Medical Foundation
Partners in Care Foundation (Los Angeles County)
Preventive Cardiovascular Nurses Association
Minnesota Department of Health
Outward Bound
Restorative Resources, Sebastopol, CA
Rhode Island Hospital
San Mateo County Human Services Agency
Sand Ridge Secure Treatment Center, Mauston, WI
Sandia National Lab
Santa Cruz Community Counseling Center
San Mateo County Health & Human Services
Solano County Health & Social Services
South Dakota Department of Health
South Central Foundation, Alaska
Southeast Alaska Regional Health Consortium
Stanford University
State of Wisconsin, Division of Public Health
University of California, San Francisco
University of Iowa
University of Potchefstroom, South Africa
University of Toronto
University of Vermont
University of Wisconsin, Stevens Point
Volunteers of America
Vermont Department of Health
Washington WIC
WellCoaches
Wellness Africa
Wisconsin Dietetic Association
Women's Health Initiative
Women's Intervention Nutrition Study
YMCA of USA