

# CREATING A MOTIVATIONAL INTERVIEWING LEARNING COMMUNITY

## Guidance from the Motivational Interviewing Network of Trainers (MINT)

### BACKGROUND

#### **What is a learning community?**

A learning community or learning network is a real or virtual network of **practitioners** and /or **trainers** who all practice or who are interested in developing practice in the same arena, in this case, Motivational Interviewing. A community can be both a resource and a home for resources, and also a forum for the development of practice.

#### **Who practices Motivational Interviewing?**

MI started as an approach which was mainly used in the drug and alcohol field. And in many countries today it is seen as one of the key planks for good practice in drug and alcohol interventions. However, for many years it has also been used by practitioners in a huge range of fields. For instance, in the prison service; in mental health; parenting; anticipatory care; health behaviour change initiatives, and anywhere where practitioners support people to make changes in their lives. The list is enormous.

#### **What is MINT? (and what does it offer?)**

The Motivational Interviewing Network of Trainer (MINT), is the 'home' of MI. It is an international network which provides MINT-endorsed training for new MI trainers. But very importantly it also provides a real and virtual forum for debate, sharing, and development for skilled MI practitioners whose passion for and belief in MI has led them to want to train and support the development of other practitioners.

MINT Incorporated organises a Training for new MI Trainers (TNT) every year in different regions of the world, and at the same time, a Forum at which MINTies from all over the world come together to share learning and laughs, and jointly shape the direction of motivational interviewing practice. Taking their lessons back to their own local learning communities.

MINT members can get involved in many different ways, from presenting at the Forum, to delivering the TNT, to contributing one of the many MINT committees working to develop quality in MI or reaching out to regions of the world where MI is not well established. MINT now supports and endorses local MINT Chapters and affiliated groups in many regions of the world. Your local MI learning community could become a Chapter, and the official voice of MI in your country.

### BECOMING AN MI COMMUNITY OF PRACTICE

For the purpose of these guidelines, we will use the four Motivational Interviewing processes (engagement; focussing; evoking; planning) to consider how a learning community might develop.

## A. Engagement

### ***How do you facilitate participation, ongoing involvement, ongoing relationships?***

Your community may grow from very small beginnings, for instance, a training course where the participants just want to be able to keep in touch. Or you may plan a network together with some other like-minded practitioners, and launch it at an event, such as a seminar or conference. Whatever the beginnings, a community is about **relationships**. It is a collaboration of people who share interests and experience and who want to develop in partnership with each other. That needs nurtured. All members need to feel equal participants and to have equal opportunities to participate, in the absence of any discrimination or stigmatisation.

## B. Focussing

### ***How do you develop a shared sense of purpose that can sustain the group over time?***

Clarity of purpose is key. A group may be able to develop a sense of vision together. What is your vision for MI in your workplace or your area? What is your vision for this group and how it can contribute to that? Members need to know where this group may be heading, and specifically, what it might offer to the locality or region, and to them as members of the community of practice. This will all take time to develop together.

Members may also want to identify shared values and principles which they feel should guide and underpin the work they do.

## C. Evoking

### ***How do you facilitate the learning itself? What helps the community to learn and grow together?***

#### **Developing competence and confidence. Access to basic information about MI:**

You can find lots of information about MI through the website

<https://motivationalinterviewing.org/>

The key written guide is ***Motivational Interviewing: Helping People Change*** (3<sup>rd</sup> edition 2013), by Steve Rollnick & William Miller. Getting this translated into your language would be very useful, although it has already been translated into many different languages. There are other references at the end of this guide.

## D. Planning

### ***What steps might the community take now, and how might they work towards future goals?***

#### **First steps**

Make a plan. There are many planning templates, but it is worth looking at Logic Models. <http://evaluationsupportscotland.org.uk/resources/127/> <https://mycommunity.org.uk/resources/logic-models-and-templates/>

What is your vision?

What do you want to be different, in the short-term and in the longer-term?

What tasks would need to be achieved?

What events do you want to see happening?  
Who might be involved?  
How do you ensure participation? How do you reach out?  
How will you evaluate?

### **Responsibilities and timescales**

Who will do what and when?

### **Resources**

What might you need?  
What is available? What are your strengths and assets?  
What about support from local or regional institutions and agencies?  
How can you source extra resources?

### **Evaluating your community**

It is worth thinking about how your community is going. What are its achievements, and what might be its problems? What does this mean?

### **What is the pathway for becoming involved in MINT?**

Individuals who want to become involved in MINT first need to be accepted for MINT training, and for this they will need to submit a recording of an MI interviewing and an analysis of practice which demonstrates good MI proficiency. They can then attend the yearly Forums, and become involved in the debate about MI, and the governance of MINT in many ways. MINT has recently established a certification process for MINT endorsed MI Trainers. For more information contact [admin@motivationalinterviewing.org](mailto:admin@motivationalinterviewing.org) or the Motivational Interviewing Advisory Committee [miac@motivationalinterviewing.org](mailto:miac@motivationalinterviewing.org)

### **Key references**

Miller, W. R., & Rollnick, S. (2012) *Motivational interviewing: Preparing people for change* (3rd ed.). New York: Guilford Press.  
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Matulich, Bill. (2010) *How to do Motivational Interviewing: A Guidebook for Beginners* Amazon ebook <http://www.amazon.com/How-To-Motivational-Interviewing-Guidebook-ebook/dp/B00B3WGSVE>