



Hello

I would like to thank you for receiving my second candidature for the MINT Board.

I am part of the MINT family for eight years now. It's a place where I'm learning to grow up and evolve with people that I love being with. We have the chance to apply for two mandates of three years on the MINT Board of Directors. It's been a great adventure where I've learned a lot, thank you. With my experience and my history into the BoD I realize that it could be important to maintain my involvement. This year we've work on strategic plan, as part of that process and with my background I think I can bring an important support to the fulfillment of that important pillars for the future of our organization. Since I'm part of the MINT and the BoD it always been important to give a voice to the Non-English speaking person and always have in mind the cultural differences to reach a better inclusion of everyone.

Thank you to take time to read my profile.

1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher, and/or administrator.

I am a sexologist by training. I worked in the field of prevention against sexual and blood-borne transmitted infections (SBBTI) as well as harm reduction, mainly with regards to HIV and hepatitis C (HCV) infections. With motivational interviewing, I expanded my fields of practice to the entire health behaviors of clients. My work promotes MI to facilitate prevention efforts in health care settings, mainly for doctors, nurses and psychosocial workers.

It was by coincidence in life that I have experienced motivational interviewing. It's been few years now that I left a long history as a sex street community worker. I held a post of public health; my main objective was to create a training program concerning prevention interventions SBBTI with youths. This is how within my research on best practice I have found myself oriented into motivational interviewing.

After reading about MI and attending my first MI training, I instantly felt in love. I found myself at the discovery of a new world where the reference points made sense. This approach took me between the balance of something human and intuitive, and also, a rigorous willingness for scientific aspects. I started a professional practice of the MI during my interventions of STIs in facilitating the adoption of safe sex practices.

This exciting discovery has me wanting more. I started teaching medical students at the University of Montreal. I also started a study on the impact of motivational interviewing in SBBTI and prevention counseling. I signed up to supervise groups where I began to better understand the importance of supervision in order to enrich and improve my MI practice.

I did my TNT in Thann, France on November 18-21, 2008. My trainers were Guy Azoulai, Pascal Gache, Dorothée Lécailler, Philippe Michaud and Johanna Sommer. I was very proud to be there and being part of the MINT family. Few months later I was approached to be part of a randomized study to ensure that the MI interventions were compared to an educational approach to increase harm reductions with injection drug users. In this research, I had the chance to be supervised for two years. Interviews were reviewed and evaluated with the MITI. This experience helped me open up to the importance of the MI spirit before trying to apply techniques. I learn that it's more a *how to be* than a *how to do* counselling approach. That's how I really improved my skills.

In Quebec, the interest in motivational interviewing takes an increasingly important role in the health care environment. After I started my TNT, in addition to my work, I provided basic and advanced training adapted to the needs and realities of participants. Training demand has increased significantly. Three years ago I had to choose between create my own training company or keep my works in the public health network. I decide to try and start as a freelance MI trainer and supervisor. These training courses and supervision are aimed for different audiences (doctors, nurses, psychosocial involved, dietician etc.) and in different fields (mental health, chronic diseases, addictions, smoking cessation, prevention SBBTI, penitentiary environment etc..) and in different level (basic, advance, group, supervision etc.). The value of quality it's a priority for me, to feel legitimate to give a training on a new topic it always been important to learn, develop the training and co-train with the beacon person. So I participate to the translation and the French version of the training of MI in group with Chris Wagner and the MITI4.2 with Cristiana Fortini.

I've been also trained to the different versions of the MITI and the MISC. With this background I'm involve in different researches as an evaluator and coder for validating MI skills. I also participated as a counselor, by phone and in person, in some research to ensure the interventions of motivational interviewing. I involve in different level of research (trainer, supervisor and coder) in different research on MI. The rigor and the quality it's really important for me. It always been important for me to keep a consultation practice so now in private I keep follow few people with a change issue to resolve with.

Finally I hold an important role in the implementation of MI in a large institution. With the reading of several studies on the implementation of MI, I support the development of the planning and participate in the implementation of several projects.

My resume relies on all the training that I received and the different implications that I had related to MI.

2. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.

MINT refers to a grouping of trainers seeking to disseminate good practices of motivational interviewing. Since my TNT I understood, as a MINT member the importance to continue learning how to improve my skills to train MI. Among other things, this rigorous willingness and quality

importance, kept me updated and helped me go further in my practice and my knowledge of MI. Since my TNT, I attended all the forums and ICMI. Every time, it fed my evolution, and allowed me to organize valuable meetings to exchange my learnings and about the practice.

During many years I held a strategic post within the Board of AFDEM (French Association for the dissemination of motivational interviewing). In this role, it always seemed to me important to represent the Francophone community in MINT. Wanting to better reflect the interests of MINT in the francophone community, is a mission that I gave to myself since many years ago. It is also for this reason that I involved during few years before I step into the BoD to the IAC committee to bring the reality of Non-English speaking people. And how to keep focus on disseminate good training practice with my French speaking colleagues.

A very large contribution for me in the MINT was to ensure the training of the French MINT TNT at Sheffield in 2011 with Pascal Gache. Organization, preparation and particularly the translation of the material were quite an adventure. I couldn't imagine the amount of investment that was necessary. It was important for me to give my best to ensure quality. Teamwork, trade, planning and discipline gave me extensive experience in both personal and professional levels. I have positive memories of that experience.

Since 2013 I'm part of the Board of directors of the MINT. I've been choose, at that time, to represent the Non-speaking English reality and I always be proud of it. Being part of the BoD give me the opportunity to improve my skills of administrative, organisation and political involvement. MI give me so much and I'm happy to give back with my participation on the BoD. Since the beginning it always been important to give my inputs with and on an international/Non-Speaking English perspective. Since two years I'm now more closely involve with the organisation of the Forum as the BoD liaison of the event committee. This year with the one in Montreal, my home town, I'm even more closer. I would like to thanks Judith Carpenter to her devotion and support of that. Being closer to all the details of that organisation give me the opportunity to learn more and realize the amount of work require to support one of the biggest event of the MINT, The Forum.

3. Please describe your vision of MINT, its essence and its mission.

Motivational interviewing is a fine mixture of human communication skills featuring a flavored designation of the reason the relationship between the speaker and the person consulting, the changing element. When I offer my services this is the task that I give to myself. I operate my human forces for the reasons of my presence. Head as I consider the MINT I feel the same.

As a MI trainer, I am required to enhance the humanistic spirit in the practice combine to a influence for change. In order to encourage the practice of this spirit, it seems important that the trainer draw inspiration. In order for a trainer to draw inspiration, it seems that being in a group of MINTies is enhancing, encouraging and supporting the practice of training.

In addition, the essence and mission of MINT is, on one hand, to create a membership. Allow a group of individuals to evolve in an environment of openness, quality, respect and generosity. We find it all in MINT, either by conference offers of workshops, or by efforts to increase the sense membership and community with the e-Forum. This great sense of brotherhood, universality and humanism is what emerges from MINT and thereby represents the values of MI. That's mean to be coherent of who we are and what we "preach".

On the other hand, the MINT promotes the application of good practices in MI. If we bring back the reason for being in MINT, the mission is inter alia to refine and support the exercise training for the practice of motivational interviewing. In this sense, the MINT deploys different ways for its members to be able to offer an up to date and quality training. Whether through the Forums, ICMI, e-Forum, the MITRIP or supporting the work of the various committees etc.. MINT does spread the development and severity of motivational interviewing.

I really see the MINT embodying the image of a beacon along with time takes the strength and direction with humanism practice to support the integration of motivational interviewing.

4. What do you view as the main issues facing MINT since incorporation? What are your ideas for addressing these issues?

I feel like that the evolution of MI sometimes is beyond the means and the reality of everyone in the present. Willingness and some situations shall ensure that sometimes things progressing rapidly and others less. The adaptation, openness and respect are encouraged to be reflected much in the daily MINT. We have to remember that we are a volunteer organisation and we become increasingly a larger organization with more members. We have to think realistically what we can do or not with the resources we have.

The MINT mission is mainly to give its members ways in order to be able to support the integration of good practices of intervention based on motivational interviewing. There has been a lot of investment made to strengthen the practice of an MI trainer. However, as Bill Miller says so well it's not after two days of piano lessons that we become a pianist. Thus, issues to support the best practices of motivational interviewing training seem to me a major support to promote within the MINT. What do we offer due to our training for aiming the integration of MI?

We are in an era where the certification is for many important. That's not an easy issue cause we don't create gap between people who are or are not certified, in the same time we want to protect and ensure the quality of MI. We are getting closer to the trainer certification, I'm very happy to been part of the pilot and the committee working very hard to make it happen. The practitioner certification is another challenges, how to determine the requirements for certification in purpose to define the procedure for some people to be recognized to ensure that certification and support the administrative organization of this recognition. It's not a easy task and wish to support the committee who have this rigourous mission.

This reality brings us back to another issue that I think is important, how as an organization it is possible to support, strengthen and promote better integration of the MI practice. Being formed is one thing and incorporate it into practice is another. Whether as a result of training, or for example if a person is denied the certification how do we propose to ensure their MI skills? This certification application supports the importance that members of MINT will be able to provide and promote services strengthening the MI practice. I actually believe in the relevance of supporting training and other initiatives to facilitate increasing skills of participants following the training. Therefore it seems to me that the MINT mission is to support its members to practice ways to strengthen the offers after trainings in purpose to ensure that the participants will have better integration of their MI practice.

By its international reality motivational interviewing thrives in many cultures and in different languages. This fact appears to me as a very important issue. Being myself native of a french-speaking city in North America, I understand that it remains easy to integrate into a group and an appropriate approach to a language that is not ours. In some cultures it's not only the language but also cultural concepts that are different. This diversity is also our strength. This determination that the MINT is the most accessible for all is on the agenda for a long time. Several efforts have resulted, among others, the implementation of the IAC committee where I attempted to represent the francophone reality. To be part of a Francophone association, members are eager to learn and advance their skills. In MI, the language remains a major obstacle for multiple people for their development. International communities need support and structure. The establishment of Chapters will, hopefully, allow for closer connections with the different realities. It's also really important to support people in low resource countries and settings who could benefit of our help to implement MI. It remains that the deployment of MINT in different languages is an important organization and need some financial support. The board has among other things, the task of supporting and the strengthening of ties between communities and facilitates membership and ownership. I'm very proud to see the evolution of MIAC, the developpement of Chapters into our organisation and I think it's really important to support those initiatives.

We are right now in a strategic turning point into the MINT. After an important membership survey we explore the needs of our group and the BoD works to developp a strategic plan for the next years. Membership engagement, Outward facing and Provide guidance for best practices are our three pillars. I think it's really important to questionning how we can keep focus on our values, help our membership and all the people who believe into MI how to grow this sense of human support. Which is the main mission of the MINT. I would be grateful and happy to contribute on that future.

Make sure that every MINTies belong and feel being part of an organisation who respond to their needs, improve our organisation as the beacon of MI to be a resource for the world and develop different ways to let our organisation and people who share our values can get the opportunity to expand their competencies.

- 5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared you for serving on the MINT Board?**

Since I received my TNT, I serve as an administration member on the board of AFDEM (the French speaking association of MI). I've been the French speaking Canadian representative between 2008 and 2014. As a representative of Canada, I found it important to me to create links with French-speaking Canadian Minties and learn how to get to know the other French-speaking communities in Quebec and throughout Canada. In addition to this, I involve in the BoD of this association from 2009 to 2011 as treasurer and from 2011 to 2013 as Vice Chair. The role of Vice President is close to my heart, I am aware of the responsibility that the position entails.

Every year we organize a meeting of French trainers and we try to go to different involved Francophone countries. These meetings, somewhat like the forums, are an opportunity to get together with trainers and thereby improve the performance of our training. I'm still very involved in the development and organization of these events. I organized several training and workshops

allowing colleagues speaking French in Europe to come and share their learning. I have in heart to put efforts to promote best MI practices to include the participation of other primary mission that motivational interviewing can be accessible to a large number of professional.

I am someone who encourages the creation of sub-committee working closer together. It is through a synthesis of progress that the information circulates to other members of the board. These are beautiful moments for me, all this work, co-operation and support that we gathered around common goals. We also had the most difficult periods or divergent positions may elicit instant reactions. During these times, the objectives of the mission must take a greater role because sometimes, wanting to get ahead can gain on the upper hand to give a chance for the others. At these times, I get more and more to temper the emotional focus for me on the mission and the most concerned people this is in other words members and participants. So some decisions require to be taken and I must remain rigorous, impartial and give good overall performance in this view. This post has led me to make decisions some difficult decisions. It remains that the support of other members of the board, especially the president, becomes even more important.

Since 2014 I'm part of the MINT BoD. I've been member at large for two years and since last year I'm the Vice-chair. Being part of the MINT, the challenges of a bigger worldwide association, involve in a language who is not my mother tongue and spend many hours a week to contribute of our organisation it's quite different. I decide to involve on the BoD and do this application for another mandate because I believe in MI, I believe in our organisation, I share our values and I'm so grateful of what MINT and MI give to me.

I'm prepare and know much more now on what mean to be on the MINT BoD, I honestly got an idea but after my first mandate I realize it's more that what I expect. All those year, our meeting every two weeks and the emails we have to follow, it's a lot of work and it's worth it. It's a family that I truely love and all the efforts to keep the focus of our mission make me alive. I appreciate being the liaison of different committees and exchange our views on specific issues for our evolution. I always keep on my heart the importance of the international inclusion and how we can focus on our community with the mission on the rigor and quality of MI training.

Since last year I've been the liaison of the event committee mainly focus on our main event, the Forum and the TNT. I start being involve with the Berlin Forum which I learned a lot of the logistic and organisationnal details. This year it's quite different with the fact that the Forum is in my own hometown and because I was also the local host chair. There been more logistic problems on the road with this Forum compare to last year, I really felt that our committee get the solidarity and working close to make it the best we can. Being on the BoD, the liaison with the EC committee and the local host Chair, organising the public event been not always easy, I gave a lot of time to make sure that everything going well. All this experience gave me strenght and improve my self confidence. I've learned a lot on my limits and what I'm able to do. I discover my administrator and organizer skills. I'm really grateful of all those learnings.

In summary I've learned a lot from those years of experience. These experiences made me realize that I had more skills to handle several important cases. This awareness always returns to the essence of the mission to inform our choices. This ability, to take the lead, and propose ideas to advance things while respecting and seeking the cooperation of others. Ethicals, the board rules, the importance of an enlightened decision and solidarity between colleagues face of difficulties that arise. This experience has allowed me to learn about myself; better identify my skills and knowledge

and my strengths to exploit them. I have a good understanding of my role and what represents a commitment like this one. By knowing more about me and I can give the best of myself.

6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.

From the start I knew I was someone with a larger force on strategic tasks. From my work in different health fields, I learned to have a good overview of the issues, develop a better understanding of people's needs and how to navigate while trying to achieve, the power of respect and encourage the participation of the people concerned. I am known for those skills. I engage with members, I am a builder and a good mobilizer. I consolidate the right people to put their profits forces plus, good collaboration support careful planning. I also have a great strength for operational tasks. I'm someone who often thinks of the details and what is being provided. I also know that I must pay attention to improve daily planning of the organization. A slight tendency to refer in the aftermath, which to engage in too much responsibility can bring me to be less harsh on the monitoring of certain things. Over time I've been able to facilitate applications like a "to do" list and put more space in my professional life. Having the humility to figure out the points that needs attention allows me to be a better support to my colleagues in purpose to achieve my goals. When the routine is installed, it becomes easier for me to constantly meet the needs.

7. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.

Well with my first mandate I really know and can easily expect what means being on the BoD so I'm not worry about that.

Avec amitiés

Merci beaucoup.
Bonne journée.

Patrick Berthiaume