Ideas for Implementing MI in your Organization

Designate an **MI Skills Development** person or team to promote ongoing training and skills practice opportunities within the agency

Establish **MI learning circles** (aka communities of practice, coaching circles) that meet regularly to sustain learning and strengthen skills
- Groups of 4-8
- Focus on practicing specific MI skills and incorporating them into practice conversations with accurate feedback and coaching

Code audiotaped segments of MI conversations using the MICA (Motivational Interviewing Competency Assessment) or MITI (Motivational Interviewing Treatment Integrity) tool to provide feedback and coaching

Develop an organizational **philosophy of care statement** that aligns with MI spirit and practice

Include MI experience as a **job requirement or preference** when advertising for, screening, and hiring new staff, especially direct-service and supervisory positions

In **job interviews**, ask applicants to provide MI-adherent responses to sample statements (e.g. Helpful Responses Questionnaire), demonstrate their MI skills in a "mock interview" in the moment, or submit a sample tape of their practice to be reviewed later

Offer regularly scheduled introductory and advanced **MI training opportunities** (ensuring that participants are assigned to or already a part of an ongoing learning circle)

Contract as needed with **external MI coaches, trainers, and consultants** to promote ongoing learning

Encourage **self-initiated learning** by providing resources such as MI books, ebooks, articles, training tapes, skill-building exercises, and other learning tools (see selected MI resources below)

Ensure that **clinical supervisors** are trained in MI and are MI-consistent in their supervisory methods

In **supervisory sessions** make it an expectation for supervisors to pay attention to staff progress in MI skill-building

Include MI skill-building as a **professional development goal** for all practitioners in their job performance plans

Provide opportunities for select staff to be trained in using the **MICA** (Motivational Interviewing Competency Assessment) or **MITI** (Motivational Interviewing Treatment Integrity) tool to code MI conversations for feedback and coaching

Participate in **MI-related clinical research** studies (or possibly seek out opportunities to conduct research)

Revise program **intake forms and progress notes** to reflect and promote an MI-consistent approach

Create MI-related **visual reminders** (posters, signs, buttons, importance and confidence rulers)

Develop an **online MI discussion forum** within your agency

Encourage selected staff to become **trained as MI trainers** through the Motivational Interviewing Network of Trainers (MINT) and participate in the MINT community of practice

Initiate your own inspired ideas...

Selected Resources

Arkowitz, H, Westra, H.A., & Miller WR, Rollnick S. (Eds.). (2015). *Motivational Interviewing in The Treatment of Psychological Problems (2nd edition).* New York, NY: Guilford Press.

Hohman, M. (2011). *Motivational Interviewing in Social Work Practice.* New York, NY: Guilford Press.

Miller, W.R., & Rollnick, S. (2013). *Motivational Interviewing: Helping People Change* (3rd Ed.). New York, NY: Guilford Press.

Naar-King, S., & Suarez, M. (2011). *Motivational Interviewing with Adolescents and Young Adults.* New York, NY: Guilford Press.

Rollnick, S., Miller, W.R., & Butler, C. (2008). *Motivational Interviewing in Health Care.* New York, NY: Guilford Press.

Rosengren, D.B. (2017). *Building Motivational Interviewing Skills: A Practitioner Workbook (2nd Ed.).* New York, NY: Guilford Press.

Wagner CC, Ingersoll KS. (2012). *Motivational Interviewing in Groups.* New York, NY: Guilford Press.

Website: www.motivationalinterviewing.org

Zuckoff, Allan with Gorscak, B. (2015). *Finding your Way to Change.* New York, NY: Guilford Press.