



Our Programmes:

Motivational Interviewing



Last Updated: September 2021





Motivational Interviewing: Contents

1. [Motivational Interviewing Techniques](#)
2. [Motivational Interviewing in Mental Health Settings](#)
3. [Basic Motivational Interviewing Skills in Children's Social Care](#)
4. [Advanced Motivational Interviewing Skills in Children's Social Care](#)
5. [Basic Motivational Interviewing Skills in Adults Social Care](#)
6. [Advanced Motivational Interviewing Skills in Adults Social Care](#)
7. [Motivational Interviewing Skills for Support Staff](#)
8. [Motivational Interviewing for Senior Leaders](#)
9. [If you can't find what you're looking for...](#)



Learning Outline:

Motivational Interviewing Techniques

This one-day session is designed to support Social Workers and Social Care staff to feel better equipped to engage reluctant service users or family members in services by using communication techniques aimed at eliciting behaviour change by helping clients to explore and resolve ambivalence.

Delegates will learn how to support Service users to actively encourage and utilise their own strengths, those of their networks and services to meet their own needs.

The programme aims to establish and develop the skills needed to facilitate and encourage change when working with complex behaviours. Participants will learn how to apply the stages of change model and understand the purpose and principles of Motivational Interviewing as a person-centred approach to maximise positive change.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of the Stages of Change model and how this can guide intervention selection and the key theory, principles and philosophy underpinning a motivational approach.
- Understanding MI as a key tool within a Relational Model of Social Work.
- An understanding of how to 'roll with resistance' to avoid entrenching behaviours.
- An understanding of what is meant by ambivalence and how to approach it to support self-efficacy.
- An understanding of how to apply the tools for change such as working with scales and decisional balancing can be used to maximise commitment to change.

Learning Outline:

Motivational Interviewing in Mental Health Settings



This session is designed to support mental health practitioners and staff to feel better equipped to engage reluctant service users or family members in services by using communication techniques aimed at eliciting behaviour change by helping clients to explore and resolve ambivalence.

Delegates will learn how to support Service users to actively encourage and utilise their own strengths, those of their networks and services to meet their own needs.

The programmes aims to establish and develop the skills needed to facilitate and encourage change when working with complex behaviours. Participants will learn how to apply the stages of change model and understand the purpose and principles of Motivational Interviewing as a person-centred approach to maximise positive change.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of the Stages of Change model and how this can guide intervention selection and the key theory, principles and philosophy underpinning a motivational approach.
- Understanding MI as a key tool within a Relational Model of practice
- An understanding of how to 'roll with resistance' to avoid entrenching behaviours.
- An understanding of what is meant by ambivalence and how to approach it to support self-efficacy.
- An understanding of how to apply the tools for change such as working with scales and decisional balancing can be used to maximise commitment to change.



Learning Outline:

Basic Motivational Interviewing Skills: Children's Social Care

Motivational Interviewing is an essential skill for embedding a relational approach to working with families. The focus is on the individual as the expert in their own lives, able to find their own motivation, resolve their own ambivalence and commit to a change strategy that will be effective in both the short and the long-term. The role of the worker is facilitation and using the Motivational Toolbox to help service users identify changes they want to make, commit to those changes and make them in a sustainable way that is beneficial to the child and the whole family system.

This 2-day course will introduce, explain, and explore the concepts of the cycle of change, the challenge of ambivalence, rolling with resistance, identifying and building on discrepancies between the current situation and their desired outcomes for their family and eliciting self-motivational statements that can form the basis of a plan.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand the nature of motivation and the cycle of change.
- Understand the philosophy of MI and be able to apply the principles.
- Have an understanding of the key principles of Motivational interviewing (Processes and OARS).
- Develop skills in exploring ambivalence and readiness for change.
- Be able to engage with young people and families using a range of MI skills.
- Develop skills to aid children, young people and families move through the stages of behaviour change including maintenance and relapse prevention.
- Have explored ways to use MI within work with children, young people and families.



Learning Outline:

Advanced Motivational Interviewing: Children's Social Care

This 2-day advanced Motivational interviewing programme is aimed at embedding relational approach to practice in Children's Services. It is based on building and maintaining respectful and trusting relationships WITH people, rather than just "doing to" or "doing for" and ensuring that to achieve and sustain change, the approach supports parents to care for their children. The course revisits the key principles of Motivational Interviewing and explores what practitioners have successfully been able to embed and what they are struggling with.

Practitioners will be encouraged to take part in a deeper reflection on their own practice, any ambivalence they may hold in respect of this way of working and explore their own motivation to develop their skills further. This course will challenge practitioners to explore how they can use MI in all areas of their work with families.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- To refresh their basic MI knowledge.
- To extend their knowledge and skills in MI.
- To have deepened OARS skills.
- To have enhanced ability to recognize, elicit, and respond to change talk.
- To Improved their working with discord skills.
- To have enhanced skills in working with ambivalence.
- To have learnt strategies for developing change/action plans.
- To know how to evaluate progress – including their own progress as well as that of the child, young person or family.
- To know how to offer information and education in an MI-consistent manner.
- To be able to apply techniques in practice to improve outcomes for children, young people and their families.

Learning Outline:

Basic Motivational Interviewing: Adult Social Care



In Adult Social Care, it is common that Adults with capacity in relation to specific areas of their lives such as substance use, alcohol use, hoarding, medication compliance, lifestyle choices or family relationships, choose not to make positive changes and continue with behaviours that are harmful to their health and well-being and increase their vulnerability and social isolation.

This can be an area of great frustration for Adult Social Care staff as they may feel that there is little they can do until a crisis occurs or the person loses capacity around the area in question.

This course equips staff to explore and promote change and to know how to increase future chances of engagement if the person chooses not to change at this time.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of the Stages of Change model and how this can guide intervention selection and the key theory, principles and philosophy underpinning a motivational approach.
- Understanding MI as a key tool within a Strengths-Based Model of Social Work.
- An understanding of how to 'roll with resistance' to avoid entrenching behaviours.
- An understanding of what is meant by ambivalence and how to approach it to support self-efficacy.
- An understanding of how to apply the tools for change such as working with scales and decisional balancing can be used to maximise commitment to change.
- The skills to maximise the chance of future engagement if the person doesn't engage at the present time.

Learning Outline:

Advanced Motivational Interviewing: Adult Social Care



This 2-day advanced Motivational interviewing programme is aimed at embedding a strength-s based approach to practice in Adult Services. It is based on building and maintaining respectful and trusting relationships WITH people, rather than just “doing to” or “doing for” and ensuring that to achieve and sustain change, the approach supports individual and the carers to lead on their own plan for change. The course revisits the key principles of Motivational Interviewing and explores what practitioners have successfully been able to embed and what they are struggling with.

Practitioners will be encouraged to take part in a deeper reflection on their own practice, any ambivalence they may hold in respect of this way of working and explore their own motivation to develop their skills further.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- To refresh their basic MI knowledge.
- To extend their knowledge and skills in MI.
- To have deepened OARS skills.
- To have enhanced ability to recognize, elicit, and respond to change talk.
- To Improved their working with discord skills.
- To have enhanced skills in working with ambivalence.
- To have learnt strategies for developing change/action plans.
- To know how to evaluate progress – including their own progress as well as that of the citizen, their carers and network.
- To know how to offer information and education in an MI-consistent manner.
- To be able to apply techniques in practice to improve outcomes for citizens, their carers and networks

Learning Outline:

Motivational Interviewing Skills for Support Staff



Administrators and support staff are key to any organisation and in Children's Social Care are often the first point of contact for service users. It is critical that support staff understand all key approaches underpinning the approach of the organisation in working with families and that they also have some of the same skills to use in their interactions with service users.

This half-day awareness session ensures administrators and support staff understand the use of Motivational Interviewing and how this approach is part of achieving better outcomes for children by taking a solution-focused, strengths-based approach of finding their own internal motivations for sustainable change rather than being directed by services.

The course also provides a brief introduction to useful approaches that these staff can apply in their interactions with families – such as rolling with resistance, solution-focused language and reinforcing self-motivational statements.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand the principles of MI.
- Understand how MI is being used in the organisation
- Be able to use some basic Motivational Tools in interacting with families to roll with resistance, be solution-focused and reinforce motivation where they see it.

Learning Outline:

Motivational Interviewing for Senior Leaders



Research into change management highlights the importance of leadership in both achieving and embedding change. This session is for Directors and Assistant Directors who are leading the roll-out of motivational interviewing across their organisation.

Senior Managers will be able to ask questions of the programme team delivering training to the wider workforce and we will invite senior leaders to explore their own accountability for the success of programme using motivational interviewing techniques to explore the potential barriers to change and ways to strengthen and maximise the likelihood of change occurring.

Utilising an Appreciative Enquiry approach – this half day session will enable Senior Managers to be able to clearly articulate their vision to their own managers, enabling them to model motivational interviewing to their management team to reduce resistance and promote commitment to change.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Have a good understanding of the training being delivered to the wider workforce including the opportunity to ask questions and challenge.
- Be able to articulate & promote the purpose of the programme across the organisation.
- Have contributed to the messaging to the organisation.
- Be able to model to simple motivational interviewing techniques with managers to reduce barriers to implementation
- Be able to promote motivation to embrace the approach.



We specialise in developing training and learning programmes based on the requirements of our customers, and the knowledge and skills of our crew.

IF CAN'T FIND WHAT YOU'RE LOOKING FOR?

We are always happy to discuss bespoke programme development.

Contact us to find out more crew@dcc-i.co.uk