



Motivational Interviewing Competency Development System

Module 3B: Seeing and Recognizing Change Talk

Objective: Support & lift client’s motivation
Rationale: Helping clients explore their motivation promotes internalized motivation, action toward goals, engagement

1. Know the 6 types of change talk:
 1. DARN: Desire, Ability, Reason, Need
 2. Commitment, Taking Steps
2. Practice listening for change talk so that you can:
 1. Extend existing change talk
 2. Assess if efforts to evoke change talk are effective

Example: Client wants to be healthier

1. Desire: I want to feel better; I’m sick of having no energy.
2. Ability: I can work to be healthier.
3. Reason: If I work to be healthier, I’ll feel better and be able to do more of what is important to me.
4. Need: If I don’t improve my health soon, I may need to go on disability and I want to keep working.
5. Commitment: I will reach out to my doctor this afternoon.
6. Taking steps: Yesterday, I exercised and called a friend for support.

Practice event:	What went well?	What to shift, work on
1.		
2.		
3.		
4.		
5.		

Skill Development
P: Pick a Skill
R: Review Components
E: Execute Skill

E: Evaluate results
N: Needed to improve?
D: Do-Over to develop competency



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Module 3C.1: Evoking Change Talk – Scaling Question

Objective: Evoke & explore client’s motivation

Rationale: Helping client explore their motivation strengthens commitment & engagement while lowering resistance.

6-Step Method:

1. Identify the goal (see WHAT Land activities)
2. Ask on a scale of 1-10, “How motivated are you to work on goal?”
3. a: If client automatically offers change talk, go to step #4
b: If client just gives number, ask: “Why not lower?”
4. Listen and try to identify a few themes (to further explore)
5. Explore and extend change talk (expressing empathy and reflections) that the client offers
6. Summarize and ask if client is ready to move to HOW Land

Example: Client wants to find a new job.

1. Client wants to take steps to secure new employment
2. Ask: “On a scale of 1-10, how important is it for you to get a new job?”
3. Client says: “About 7.” You say: “Why not a 5?”
4. Client says: “So I can have more money and peace of mind.”
5. You further explore and extend: “How would a job help with peace of mind?” ... Explore + Extend + Empathy until saturation
6. ... Summarize and ask “Is this enough for us to explore HOW you might move forward with your goal?”

Practice event:	What went well?	What to shift, work on
1.		
2.		
3.		
4.		

Skill Development

P: Pick a Skill
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E: Evaluate results
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Module 3C.2: Evoking Change Talk – Best & Works Case Scenarios

Objective: Encourage client to express Change Talk (CT) via walking it forward

Rationale: Increases change talk, useful when little CT is offered

3-Step Method:

1. Invite the client to consider possibilities:
 - What might be the best things that would happen if you change?
 - What might be the worst things that would happen if you do not change?
2. Listen, reflect, offer empathy, extend change talk
3. Summarize

Example: Client is considering slowing down on smoking

1. Ask: “Let’s say you slowed down on smoking, what are the best things that might happen to you?”
2. Client says, “I’ve always wanted to get my own place and this might help because I can save money on smokes.”
3. Summarize: “Slowing down on smoking could help you save on money to get your own place, that is huge.”

Repeat with “Let’s say you continue to smoke, what is the worst thing that might happen to you?”

Practice event:	What went well?	What to shift, work on
1.		
2.		
3.		
4.		
5.		

Skill Development

P: Pick a Skill

R: Review Components

E: Execute Skill

E: Evaluate results

N: Needed to improve?

D: Do-Over to develop competency