



Motivational Interviewing Competency Development System

3A Importance of Motivation & Ingredients to Performance

Objective: Know the ingredients to performance
Rationale: Success is more likely if we can (1) assess and leverage client’s strengths (2) identify and overcome clients’ struggles.

Example: Client is considering quitting high school.

Steps:

1. Know the ingredients to change (see attached worksheet)
2. Collaboratively assess client’s “position” in each ingredient to change; use Elicit (extend + empathy) + Provide + Elicit
3. Leverage client’s strengths into the credible plan
4. Compassionately identify methods to overcome clients’ struggles

1. Set up: (see attached worksheet) – One way for us to move forward on XYZ issue is to review the ingredients to performance. Can we review these together?
2. Using the *Elicit-Provide-Elicit* approach, review each ingredient to performance in an effort to identify steps the client can take to succeed.
3. Best outcomes are when you engage the client in the process, collaboratively looking for clues for success.

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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Ingredients to Performance Worksheet

Name: Target Behavior:	Scale of 0 to 10, where do you place yourself?	Notes: - If a low score, that's okay – just need to find work-arounds - If a high score, that's okay – let's leverage - After going through all ingredients, explore each
Motivation for goal		
Confidence to reach goal		
Knowledge re: goal		
Resources (access to time, energy, support, money, etc.)		
Vision: Clarity of what you want		
Plan: Clarity of steps to success		
Commitment		
Barriers to <u>overcome</u> to succeed:		