

## MI in One Page

*Partnership*

*Acceptance*

*Compassion*

*Empowerment*

**Open question:** allows the person broad latitude to respond. 70% of your questions should be open.

**Affirmation:** identify a strength or trait (complex), or an effort, achievement, or statement (simple).

**Reflection:** you should use two reflections for every question; 50% of your reflections should be complex.

**Summary:** use these every so often; summaries can be used as transition points.

<p>Complex reflections:</p> <ul style="list-style-type: none"> <li>• Values</li> <li>• Identifying feeling</li> <li>• Overshooting</li> <li>• Undershooting</li> <li>• Double-sided</li> <li>• Continue the paragraph</li> <li>• Metaphor</li> <li>• Reframe</li> <li>• Coming alongside</li> </ul>	<p>Evocation strategies:</p> <ul style="list-style-type: none"> <li>• Ask for elaboration</li> <li>• Ask for examples</li> <li>• Look back</li> <li>• Look forward</li> <li>• Explore guiding values</li> <li>• Query extremes</li> <li>• Importance/confidence rulers</li> <li>• Running start</li> <li>• Coming alongside</li> </ul>	<p>Responding to Change Talk:</p> <ul style="list-style-type: none"> <li>• Asking for elaboration</li> <li>• Reflecting the change talk</li> <li>• Summarizing the change talk</li> <li>• Affirming the change talk</li> <li>• Nonverbal reinforcement (nodding, eye contact)</li> </ul> <p>If this triggers sustain talk or discord, use a double-sided reflection to restore balance.</p>
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### Follow the processes!

**Engage:** Understand the person's perspective on the problem. Spend the time. Explore with them. Reflect, reflect, reflect. When you think you've got everything, summarize, then ask, "What else?" Reflect.

**Focus:** Ask an open question that gives them control of the agenda; include a wild-card option. Once they establish the focus, return them to it as needed, but feel free to ask them if the focus should change.

**Evoke:** Use the evocation strategies to elicit change talk and mostly complex reflections to emphasize it; see "Responding to Change Talk" above. When they feel ready, offer a summary and ask what they want to do. Use Brief Action Planning or another MI-adherent process to establish a plan and elicit commitment. Remember to keep reflecting!

### Importance/Confidence Rulers: (remember to reflect responses!)

"On a scale of 1 to 10, if 1 is not important and 10 is very important, how important is it for you to \_\_\_?"

"Why are you at x and not at x-2?"

"What would it take for you to move up to x+2?"

"On a scale of 1 to 10, if 1 is not confident and 10 is very confident, how confident are you that you could \_\_\_?"

"Why are you at x and not at x-2?"

"What would it take for you to move up to x+2?"

### Elicit-Provide-Elicit:

1. Elicit – Use an open question to evoke the person's ideas or knowledge.
2. Provide – If they cannot come up with input that satisfies them, ask permission to contribute your ideas or knowledge. Share a menu of possible approaches, or key information about the topic, then summarize your content together with theirs.
3. Elicit – Then ask "Which of those make the most sense to you?", or "What are your thoughts on that?"

### Helpful Hints:

- Make reflections your default response. Use them to understand and develop the person's perspective.
- In any conversation in which the person is feeling pressure to change, remember to reinforce their autonomy. Tell them that it's their decision, that only they have the power to make the choice.
- Use a variety of complex reflections, especially in the engaging process.
- If you're getting a lot of sustain talk, try double-sided reflections, coming alongside, or the running start.
- Take your time responding! You don't have to speak the moment that the person pauses. Be present with them while they're speaking, then process what you want to respond with. Silence can be good!
- If you feel any pushback from the person, that's your cue to back off. Don't keep pushing. Reflect, defer, perhaps apologize.
- Resist the **Fixing Reflex**.