

Effective Use of Motivational Interviewing to Engage and Help People with IPV...



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Biography

Stephen R. Andrew, LCSW, LADC, CCS, CGP, MINT...

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"storyteller", trainer, author, group worker, therapist, community organizer...

Chief Energizing Officer of Health Education & Training Institute (HETI) and member of MINT (Motivational Interviewing Network of Trainers) since 2003. *Certified* Trainer by MINT in 2019. He has been a substance abuse counselor in a public-school system, and the Executive Director of an adolescent prevention/treatment agency. He is the co-founder of *Agape Inc.* which supports the Men's Resource Center of Southern Maine whose mission is to support boys, men and fathers and oppose violence and Dignity for People using Opiates, a radical movement to change the conditions that promote the opiate epidemic in our communities. Stephen maintains a compassionate based private practice in Portland, Maine and facilitates support groups using empathy and compassion as the central principles for men's, co-ed, woman's and caregivers learning MI. He is the co-author of the book, *"Game Plan: A Man's Guide for Achieving Emotional Fitness"* with two dear friends and producer of a podcast series: *conversations in compassion*. Stephen lives with his sweet wife, Hilary, lives in Portland Maine USA and is the proud father of twenty-three-year-old, Sebastian...

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Once upon a time:
***"If there is one thing you
would like to learn today &
tomorrow which would be
helpful in your daily practice
working with perpetrators &
survivors what would it be?"***

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What are you going to learn today & tomorrow....

Motivational Interviewing Spirit, Partnership, Radical Acceptance, Compassion, Empowerment

Listening deeply and summarize what you have heard..

Use open ended Questions to evoke change theory...

How to share information Ask them ...Ask, Offer, Ask..

Dancing with discord, rolling with the resistance....

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Before we start...
do, tell, show...

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graph TD
    A([Concept/Skill Description]) --> B([Skill Demonstration])
    B --> C([Skill Practice])
    C --> D([Feedback])
    D --> A
  
```

House keeping, CEU Breaks.. Time Zoom etiquette.. "Parking Lot" use chat bottom....

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*** Guidelines for the Training**

Ask **lots** of questions, use chat button.. make this **relevant** to your difficult work.. Thank you for what you do with adults and children struggling in families of violence..

Watch us... We will make every effort to use Motivational Interviewing (MI) in this training...we will demonstrate 2 different conversations.

Attitudes:

"What the Heck !!" Jump into the experience..

Make Mistakes, PLEASE! "OOPS!"

Confidentiality, make the training your experience.
Real play instead of Role play..

Please **try** to resist the "fixing" impulse...
"Compassionate righting reflex"

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Introductions break outs, pairs...

- » Your name, listener repeat name
- » A sentence about your life/work or the importance of this workshop...
- » One thing *most* people don't know about you...
- » Incorporate each of you.1 at a time
- » 4 minutes...

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What Do We Know About Individuals Experiencing IPV

- 25-36% of American women & 15% of American men have experienced IPV in their lifetime (emotional, sexual and/or physical)
- IPV does not discriminate – it impacts all classes, races and ethnicities
- IPV can be physical, verbal emotional, economic, religious, reproductive and sexual abuse ranging from subtle to coercive forms
- Consequences include sexually transmitted diseases, other gynecological disorders, physical injury and death
- Emotional consequences include depression, PTSD, anxiety, low self-esteem, sleep disturbances, eating disorders, suicidal behavior, substance abuse

Crane, C. A. & Eckhardt (2015), Pace, P. R. (2020), Larsen, R. (2019), womenshealth.gov (2020)

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What Do We Know About Individuals Experiencing IPV (cont'd)

- IPV is the leading cause of homelessness for women and women with children
- Individuals experiencing abuse may
- Have small networks of support; forced isolation by their partner
 - Worry about making partner angry
 - Make excuses for partner
 - Have unexplained injuries
- Personality changes (depressed or anxious)

Crane, C. A. & Eckhardt (2015), Pace, P. R. (2020), Larsen, R. (2019), womenshealth.gov (2020)

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Characteristics of IPV Perpetrators

2 Types... Group 1, Group A..

- 95% of abusers are men...
- IPV is a mechanism for men to dominate and control women, children – with power over.
- Consequences for abusers include remorse, guilt, shame over behavior...
- Difficulties at work...
- loss of connection with children, family and friends...

Crane, C. A. & Eckhardt (2015), cdc.gov (2020), Soleymani, et al., (2018)

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Characteristics of IPV Perpetrators (Cont'd)

- *Risk factors for becoming a perpetrator*
- A victim of physical or psychological abuse as a child
- History of poor parenting, being bullied, extreme discipline, witness of abuse, violence...
- Low self esteem, poverty and/or IQ..
- Heavy alcohol/drug use, misuse, abuse, addiction..
- Belief in & taught *strict* gender roles & power over and control in all relationships...
- Unwanted pregnancy, *social isolation*, marital instability, and poverty...

Crane, C. A. & Eckhardt (2015), cdc.gov (2020), Soleymani, et al., (2018)

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SIGNS TO WATCH FOR

Current Interventions

- Prevention strategies for potential perpetrators and victims
- School and community-based education and screening
- Early detection & prevention after experiencing IPV
- IPV screening in all healthcare settings
- Relocation for survivors
- Access to counseling... Group work...
- Cognitive Trauma Therapy for Battered Women (CTT-BW)
- Complex PTSD and treatment for depression/anxiety
- Medical treatment and legal action to prevent further violence... Child welfare..

Anderson, et al., (2019)

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Current Interventions

- Perpetrators directed to
- Use of Motivational Interviewing to discern who..
- Anger management programs, groups (Maine 48 week; 90 min)
- Communication, Compassion and empathy skills education
- Psycho-education...anger, rage.. Hesitation...
- Couples counseling when appropriate (careful which group 1, A)
- Situational one-time abuse...
- Perpetrator takes full 100% responsibility..
- Clear rules: no violence contract, preparation for leaving, safety check-ins, safety contracts for both parties...

Anderson, et al. (2019)

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* Working Definition of Motivational Interviewing.. pairs

Motivational Interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.

Stephen Rollnick and William R. Miller, Sheffield, UK Oct 2011

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*** Meet and Greet ...
(5 mins.) break out pairs..**

- What are the **challenges** your work with perpetrators and/or survivors?
- What are some of your **WOW** moments in the work of IPV?
- What are some of your **secrets** that work in difficult situations, especially with “hooks” around violence?
- Listener:** OQ, R...R...

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Tell what you think?

“People are more willing to change when they know they are completely free not to change”

Your approach: “the person is like a garden to be tended, rather than a machine to be repaired.”

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Presence ..LISTEN well.(3 min.)

- ★ Undivided Attention...
- ★ Listen with “**soft**” eyes, “**warm**” ears & “**open**” heart...
- ★ Radical Acceptance...
- ★ **Silence...**

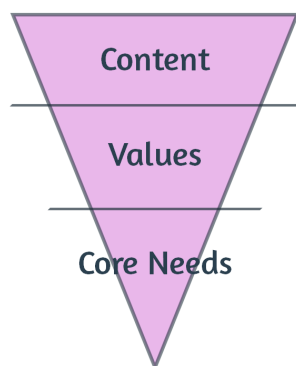
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Deep **Interest** in... (5 min.)

- ★ Friendly & congruent body language
- ★ Optimistic
- ★ “*Heard & Believed*”
- ★ Empathic Reflection “**YOU ...**”
- ★ no **QUESTIONS...** ???

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Depth of Reflection



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Dash of **Curiosity ??** (5 min.)

- ★ Empowerment...
- ★ Choice and *Autonomy*...
- ★ *Wisdom lies within..*
- ★ Imagination..
- ★ Ask one Open Question....
- ★ “**TELL ME MORE ABOUT ...?**”

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Summarizing: collection of utterances

- Special form of reflection & compassion.
- Use at transitions in conversation.
- **You choose what to include & emphasize.**
- Include person's; **concern about change, problem recognition, optimism about change, change talk (dreams) and ambivalence about change.**
- Lets person know you are deeply listening.
- Accentuate **"change theory/talk"...**

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*ask offer ask :



May I give you some feedback?

- **Tell them what did they do well**
- **Ask them what do they *think* about the feedback?**

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Let's go on a journey together
you are the passenger
client/person is the driver



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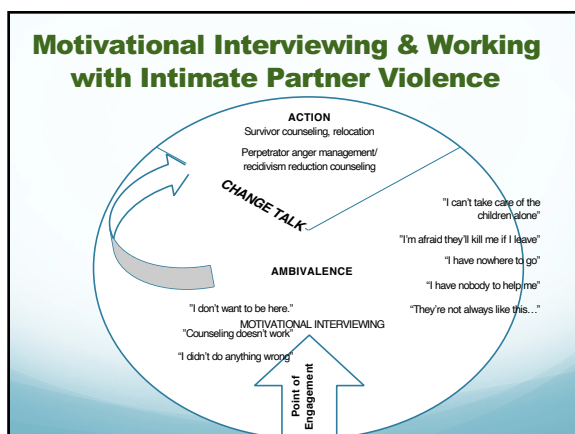
Breakout...

oSpeaker:
talk about a challenging issue in your work

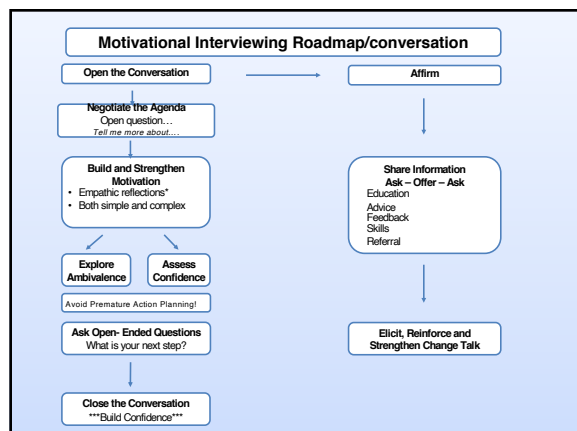
oWorker:
Ask lots of questions...
Give a solution. (any idea on how they can improve their life...)

- **Give** the person ideas on how to change
 - *Try hard with kindness as you can to persuade them that you know best!*
 - **Gently Warn them!** Point out the risk they are taking by not changing...
 - *Emphasize how important it is for them to make the change*
 - **Create an action plan...**
 - **Get a commitment...** Let them know they can do it..

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***What motivated you?**


Who has been a **Change Agent** in your life?
(relative, supervisor, teacher, coach, counselor,
clergy person, friend, ect.)

major positive influence

- What were their characteristics/values?
- What did they do?

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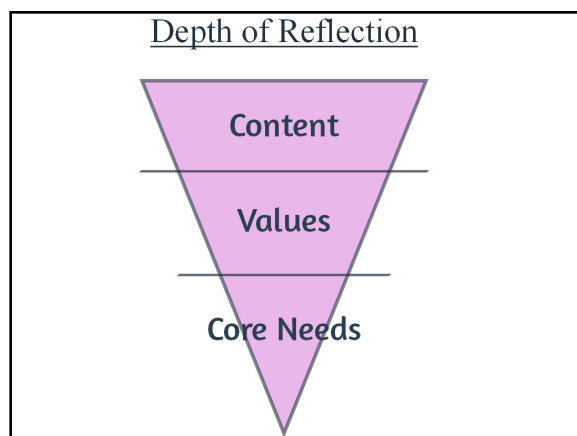
Summarize ...
Be brief & concise..



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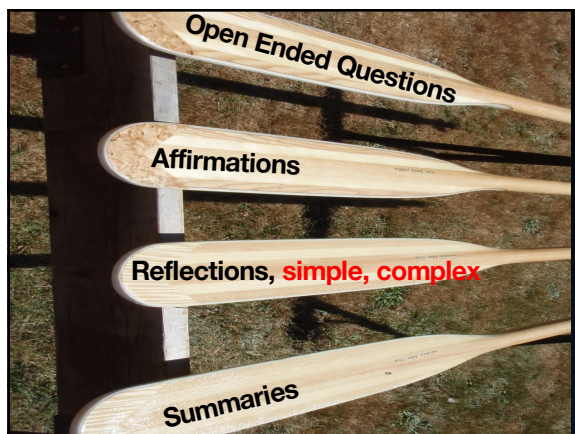


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Motivational Interviewing
Beginning Conversation (7 min.) pairs

- » **Speaker:** name something that represents something where you are **ambivalent right now** in your life.
- » **Listener:** Invite the **speaker** to tell you about their ambivalence. Use all your Motivational Interviewing skills (OARS) to “**ENGAGE**”. Look for & reflect the **ambivalence** in their story.
- » **Listener:** Avoid closed questions, limit open questions, avoid sharing your own experience or point of view. Do not try to solve the problem for them! Avoid the unsolicited advice “righting reflex”.
- » **How did this conversation relate to our work with IPV?**

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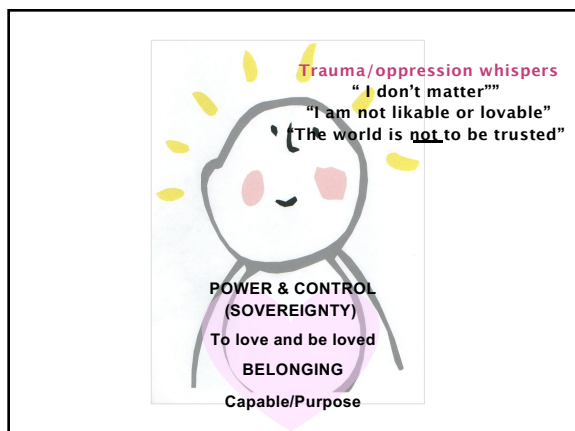
Open ended Question?????
What would you like to do this conflict?
Ambivalence to Change Talk...

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Summarize...
Be brief and concise.



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* One of the most **important** skills...
 * Respond with **concise, clear, assertive statement**--*acknowledging the person...*
 * Choose a strength and/or value if possible.

It is a process of:
 Hearing what the speaker said.
 Making a guess at what s/he meant...
 Stating it back to them.. **YOU..**

***Use Accurate Empathic Reflection**

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***Complex Empathic Reflections..**

▼ List resistance and/or sustain talk of 10 statements you hear from the perpetrator, survivor, people we serve..

amplify,
double-sided,
affective...

Groups of 4.. 20 minutes

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Examples:

- *People we serve say:*

- “I could do this on my own if everyone would just leave me alone.”

- “What do you know? You’ve never been told you can’t see your children.”

- “This is ridiculous and unfair.”

- *Worker says:*

- “You resent everyone interfering in your life.”

- “You really don’t think I get it and you like someone to understand you.”

- “This is not been helpful and it makes you angry.”

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What are your thoughts?

“Empathy is more than the act of helping.

It awakens your ability to feel close:

so knowing of a person, so connected to their perspective of their world, allowing you to offer so much comfort, that the experience is almost breathtaking to the point that you feel you can’t take it. You can hardly hold all of this, since, at this moment, you are part of them. They feel worthy. That is compassion.”

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* Rules of a ‘competent’ conversation

- Your most common response to what the person says should be a reflection... *(reflect two times for each question you ask).*
- When you reflect, use complex reflections more often... *(stating that which has not been said – tap into their dreams, they feel understood).*
- When you do ask questions, ask open questions. *(3 out 4)*
- Avoid *unsolicited* advice, direction, & feedback...
- Dance...



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* Ambivalence Exercise

- Groups of Three ... others observe...
- Speaker in the middle. Think of something you would like to change .. have not done....
- Advocate for **status quo** - the right(1 min)
- Advocate for **change** - the left (1 min.)
- Speaker explains to each advocate their thoughts in support of that advocates position
- Advocates try to **convince/argue** speaker to their point of view (2 min..)
- Speaker silent.. Listen ... Notice..

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* Change Talk Quiz:

DARN

**desire, ability,
reason, need...**

ACT

**Action, Commitment,
Taking Steps...**

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Elaboration/open question

- "Tell me more...?"
- "How do you see you doing that?"
- "What are some ideas on what you do next?"



Affirm/strength

- "You want to be a good example to your daughter."
- "You know you have the strength to make those changes."
- "You are committed to making these changes."



Reflect... complex

- "You are ready to stop using heroin."
- "You're going to try jogging again."
- "The recent heart attack really opened your eyes."

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ask...*Ask-Offer-Ask...*
 Ask ..the person
WHAT do they want to do about their struggle?

Ask

Ask permission, what do they already know, or to give information?

Offer

Offer a menu of options or the information or advice, be concise...

Ask

Ask what they think of that information/advice?

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ASK?, Ask Offer, Ask...



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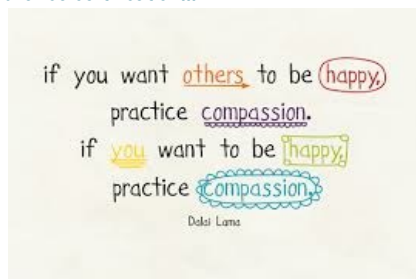
Break out pairs 7 minutes

“Tell me, what is it you
 plan to do
 with your one wild and
 precious life?”
 Mary Oliver

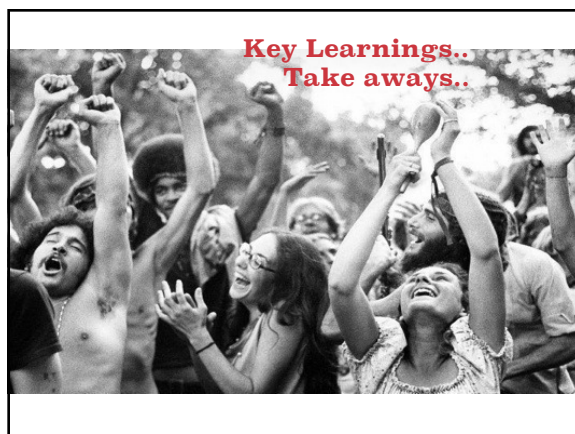
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What's next in your practice?

Masters circle, advancing the practice, coding/coaching, TNT, advance certification...MINT



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Thank you..

- One thing you liked...
- One thing you learned...
- One thing you relearned...
- One thing you might try...

What's Next?

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SONG:

**How could anyone ever tell you.. you are
any thing less than beautiful...**

**How could anyone ever tell you ...you are
less than whole...**

**How could anyone fail to notice ...that
you're loving is a miracle...**

**and how deeply you are connected to my
soul....**

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motivationalinterviewing.org Website of Motivational Interviewing Network of Trainers (MINT)...

hetimaine.org Website of Health Education and Training Institute (HETI) HETI is located in beautiful Portland, Maine and is run by Stephen Andrew (I think) an incredibly effective and enjoyable trainer, and 4 other MINT trainers, sweet 6 person MITI coding and a 5 person simulation Lab..

Spirit Wind CD/Tapes & Podcast Series, [conversation in compassion](#).

Stephen R. Andrew LCSW LADC CCS CGP MINT & Kelley Barton Newkirk LMSW MBA

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