



Motivational Interviewing Individual Coaching Protocol

Introduction:

A common approach in learning any complex skill is to work with experts assisting in the development of competencies. Coaches observe practice in vivo and provide prompt feedback in a safe environment to guide practitioners to enhance fidelity to the model and retain skill levels in Motivational Interviewing (Miller & Moyers, 2021).

The purpose of this opportunity is to enhance practitioners' skills and confidence in providing motivational strategies through individualized coaching. Coaching in specific Motivational Interviewing (MI) approaches will be available to training participants following completion of MI training. Basic MI concepts and skills to resolve ambivalence and conduct intentional conversations about change will be featured. This series of coaching is intended to help build confidence and practical MI knowledge and skills to support and address the behavioral factors impacting client change.

Participants will be invited to participate in 3 coaching sessions and will complete a pre-assessment to determine individualized coaching topics. Most sessions are individual. However, participants can be grouped in pairs or trios for effective interaction if preferred. Coaches have extensive experience in training and MI clinical skills.

- Participants sign up for coaching and complete the MI Skills assessment form
- Coaches contact participants and schedule virtual meetings via Zoom
- Participants send their MI Skills Assessment form to Coach
- Coaching sessions will be 30-40 minutes in length
- Following each session Coaches use Master Form to document session details
- Following 3 coaching sessions Coaches complete MI Feedback form and send to participants

Coaching Protocol

Session 1:

- Agree on the length of time for the meeting (30 – 40 minutes)
 - Ideally the time will be the same for all sessions, however, can be negotiated at each session
- Review the pre-assessment with participant to determine their agenda
- Initiate coaching using a feedback loop during the session to ascertain participant skill level for basic MI skills
- If appropriate and agreed upon with participant, use a learning activity assignment to solidify skills in practice
- Complete Master Form



Session 2:

- Check in with participant on length of meeting and set Session 2 agenda
- Check in with any learning activity assignment
- Initiate coaching using a feedback loop:
 - Brief filmed examples (2 – 5 minutes)
 - Coach playing the part of a client interspersed with coaching
 - Participant brings a client example
- If appropriate and agreed upon with participant, use a learning activity assignment to solidify skills in practice
- Complete Master Form

Session 3:

- Check in with participant on length of meeting and set Session 3 agenda
- Check in with any learning activity assignment
- Initiate coaching using a feedback loop:
 - Client based example
 - Case Study
 - Choice of activity based on skill building needs of participant
- Complete feedback form and send to participants
- Complete Master Form

Preparation time for each Coaching session is approximately 30 minutes:

- 15 minutes pre-session preparation (setting up Zoom invitation) and
- 15 minutes post session documentation

Miller, W.R., & Moyer, T. B., (2021). *Effective Psychotherapists: Clinical Skills That Improve Client Outcomes*. New York: Guilford Press



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