Implementing Motivational Interviewing in Your Organization

**Organizational strategies**

Designate an **MI Implementation Team** to promote ongoing training, skills practice, coding and coaching opportunities within the agency.

Develop an organizational **philosophy of care statement** that aligns with MI spirit and practice.

Include MI experience as a **job requirement or preference** when advertising for, screening, and hiring new staff, especially direct-service and supervisory positions.

In **job interviews**, ask applicants to provide MI-adherent responses to sample statements (e.g. Helpful Responses Questionnaire), demonstrate their MI skills in a “mock interview” in the moment, or submit a sample tape of their practice to be reviewed later.

Ensure that **clinical supervisors** are trained in MI and are MI-consistent in their supervisory methods; in addition, that supervisors are able to offer structured coding and coaching feedback aligned with a high-quality evaluation tool.

Include MI skill-building as a **professional development goal** for all practitioners in their job performance plans.

Review and revise program **intake forms and progress notes** to reflect and promote an MI-consistent approach.

Participate in **MI-related clinical research** studies (or possibly seek out opportunities to conduct research).

Create MI-related **visual reminders** (posters, signs, buttons, importance and confidence rulers).

Develop an **online MI discussion forum** within your agency.

Provide opportunities for select staff to be trained in using the **MICA** (Motivational Interviewing Competency Assessment) or **MITI** (Motivational Interviewing Treatment Integrity) tool to code MI conversations for feedback and coaching.

Encourage selected staff to become **trained as MI trainers** through the Motivational Interviewing Network of Trainers (MINT) and participate in the MINT community of practice.
**Strategies to Build Skills**

Establish **MI learning circles** (aka communities of practice, coaching circles) that meet regularly to sustain learning and strengthen skills

- Groups of 4-8
- Identify skillful facilitators and equip them with MI practice activities/resources
- Focus on practicing specific MI skills and incorporating them into practice conversations with accurate feedback and coaching

Offer a sequence of regularly scheduled **MI training opportunities** including:

- Individual, self-guided training (MI books, eBooks, articles, training tapes, skill-building exercises, and other learning tools)
- Introduction to MI (half-day-one-day)
- Introduction to MI (2-3 days)
- Intermediate and advanced clinical MI training
- Training for new trainers (via Motivational Interviewing Network of Trainers)
- MI supervisor training
- MI coder training

(For more information, go to: http://www.motivationalinterviewing.org/training-expectations)

Contract as needed with **external MI coaches, trainers, and consultants** to promote ongoing learning

Encourage **self-initiated learning** by providing resources such as MI books, eBooks, articles, training tapes, skill-building exercises, and other learning tools

**Code audiotaped segments of MI conversations** using the MICA (Motivational Interviewing Competency Assessment) or MITI (Motivational Interviewing Treatment Integrity) tool to provide feedback and coaching

Initiate your own **inspired ideas**...
Implementing Trauma-Informed Care in Your Organization

**Organizational strategies**

Designate a **Trauma-Informed Care (TIC) Implementation Team** to assess needs, make specific recommendations, and guide implementation efforts to become more trauma-informed in all aspects of the organization.

Use a **TIC Organizational Self-Assessment tool** to determine the organization’s initial level of understanding and adoption of trauma-informed practices to create a baseline from which to measure progress over time (using the same tool repeatedly at regular intervals).

Develop an **organizational philosophy of care statement** that aligns with trauma-informed principles and practices.

Include **TIC knowledge and experience as a job requirement** or preference when advertising for, screening, and hiring new staff, especially direct-service and supervisory positions.

In **job interviews**, ask applicants about their understanding of trauma-informed care/healing-centered practices, give examples, demonstrate their TIC skills in a “mock interview” in the moment, or submit a sample tape of their practice to be reviewed later.

Ensure that **clinical supervisors** are trained in and providing trauma-informed supervision, paying particular attention to the impact of the work on staff well-being.

In **supervisory sessions** make it an expectation for supervisors to assess and help staff strengthen their trauma-informed knowledge and skills.

Include TIC knowledge and skills as a **professional development goal** for staff in their performance review plans.

Review and revise program **intake forms and progress** notes to reflect and promote a trauma-informed approach.

Participate in **TIC-related clinical research** studies (or possibly seek out opportunities to conduct research).

Create **TIC-related visual reminders** (posters, signs, quotes, prompts) to post in the agency.

Develop an **online TIC discussion forum** within the agency.

Encourage selected staff to become **trained as TIC trainers**.
**Strategies to Build Skills**

Establish **TIC learning circles** (aka communities of practice, coaching circles) that meet regularly to build knowledge and skills

- Groups of 4-8
- Identify skillful facilitators and equip them with TIC practice activities and resources
- Focus on practicing trauma-informed conversations with coaching and feedback (not just talking about them)

Offer regularly scheduled introductory and advanced **TIC training opportunities** (ensuring that participants are assigned to or already a part of an ongoing learning circle)

Contract as needed with **external TIC coaches, trainers, and consultants** to promote ongoing learning

Encourage **self-initiated learning** by providing TIC resources – books, ebooks, articles, training tapes, skill-building exercises, and other learning tools

Initiate your own **inspired ideas**...