

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...**