

## Motivational Interviewing Self-evaluation Checklist

This document can be used as a self-evaluation tool to improve your MI skills.

### **DRES (“Spirit”)**

- **D**evelop **D**iscrepancy - between actual and ideal behavior; between behavior and larger values
- **R**oll with **R**esistance – never meet force with force; avoid “righting reflex”
- **E**xpress **E**mpathy - even (especially?) in the face of resistance
- **S**upport **S**elf-efficacy - actively support and affirm client strengths; allow maximum freedom and choice

### **AROSE (“Microskills”)**

- **A**ffirmations - to support strengths, convey respect and appreciation, deflect resistance
- **R**eflective listening – to explore concerns, convey understanding, deflect resistance; elicit change talk
- **O**pen-ended questions – to explore concerns, promote collaboration, understand client’s perspective
- **S**ummaries - to organize discussion, clarify motivation
- **E**licit change talk – get the *client* to tell you what the target problem is

**Focus on the following items to review your skills:**

#### **Goal: Engagement**

Worked to fully understand problem and client’s perspective before moving towards change

Focused on engagement before change

Used reflective listening to convey empathy and understanding

Used affirmations to build a positive relationship

#### **Goal: Assessing motivation**

Identified a target behavior

Identified stage of change

Used importance, confidence, readiness ruler

Differentiated between different areas of motivation (e.g., substance use vs. mental health; treatment vs. change)

#### **Goal: Addressing ambivalence**

Normalized ambivalence

Explored ambivalence

Reframed ambivalence

Used a decisional balance

Avoided direct persuasion

Explored pros and cons of change

**Goal: Promoting internal motivation**

Elicited and respected client's goals for treatment  
Explored values underlying motivation for change  
Supported autonomy in decision making

**Goal: Eliciting change talk**

Asked about concerns using open-ended questions or reflective listening  
Asked for elaboration about concerns  
Explored client values as they relate to change  
Selectively responded to change talk with curiosity, interest  
Explored pros and cons/decisional balance  
Used "low threshold" questions

**Goal: Rolling with resistance**

Avoided confrontation/direct persuasion  
Meet resistance with:

- Internal reframe
- Affirmation (external reframe)
- Empathic response
- Reflective listening
- Providing choice
- Non-defensive response

**Goal: Supporting client strengths**

Explored previous successes  
Explored positive qualities  
Accentuated *any* motivation for change  
Highlighted any efforts towards change  
Used affirmations to highlight strengths, motivation