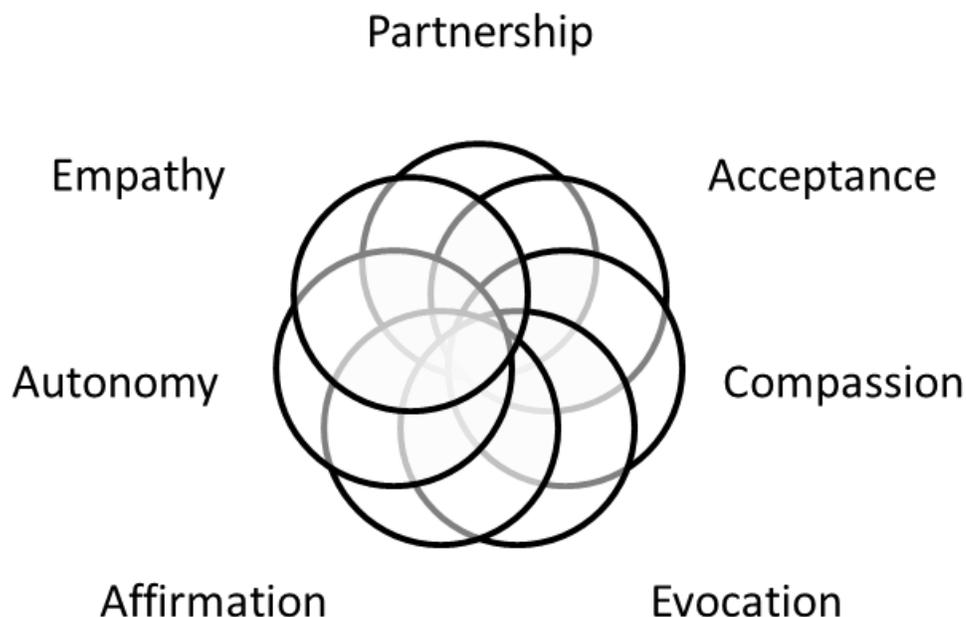


# Motivational Interviewing Tips for Competitive Integrated Employment

## Spirit of MI: The Conversation's Environment

- ◆ Emphasize autonomy and the belief that everyone has a right to self determination; research shows when you mention choices, the likelihood of successful change increases.
- ◆ It is okay to share rules of eligibility and how we make service decisions in our programs with members so they can make an informed choice.
- ◆ Absolute worth is the belief that everyone has value and is worthy of dignity and respect.
- ◆ When people feel accepted for who they are and what they do, no matter what, it allows them the freedom to consider change, rather than needing to defend against it.
- ◆ To convey accurate empathy, you actively listen to understand the other person's perspective and stay member-centered.
- ◆ Affirming is intentionally seeing and acknowledging a person's demonstrated strengths, efforts, and values in an objective way, not sharing your subjective opinion.
- ◆ To evoke, you can be curious about a member's story and perspective by engaging in conversation with them while using the MI spirit.
- ◆ Partnering and collaborating with our members in conversation acknowledges they are the expert on themselves and that we also bring expertise to the table which we share with permission from the member.



# Motivational Interviewing Tips for Competitive Integrated Employment

## USE YOUR OARS and EMPHASIZE AUTONOMY

### Open Questions

*“Tell me about what working means to you.”*

*“What kind of work would you enjoy doing?”*

*“What are some of the things you don’t like about being unemployed?”*

### Affirmations

*“You are determined to find the right type of job for you.”*

*“You know what you like and don’t like and can make that clear to others around you.”*

### Reflections

*“You have some fear about employment, and you are still open to talking about options.”*

*“You’d like to work in the community, if it was doing something you enjoy.”*

*“You are interested in learning more about how this might affect your benefits.”*

### Summary

*Summarize what you heard from the person to ensure accurate understanding and that the person feels you are engaged with them. Reinforce values, strengths, and change talk (the disadvantages of not working and the advantages and optimism about getting a job).*

### **Emphasize Autonomy**

*“You want to have control over what type of job you have.”*

*“I’m not here to tell you what to do. You get to decide what works best for you.”*

## **E-P-E**

Use EPE to provide education while partnering and emphasizing autonomy.

### **E - Elicit (find out what they already know about employment)**

*“Tell me what you already know about working or finding a job.”*

*“What is your understanding of the choices you have about working?”*

*“What ideas do you have about working?”*

Once they share what they know, reflect what you heard. If possible, use an **affirmation** to highlight the member’s strengths or values.

### **P - Provide Information (with permission)**

*“Thank you for sharing. Is it alright if I share some more information with you?”*

- If they say “yes”: *“Based on what you shared, here’s some additional information that may be helpful to you in understanding the DVR process.”*
- If they say “no”: Respect their choice and continue with the conversation.

### **E - Elicit (last step if they did say “yes” and you shared information)**

*“What do you think about this information?”*

*“Based on these ideas, what could you see yourself doing?”*

*“We’ve talked about a lot of information. What thoughts or questions do you have?”*