

Motivation & Change

Two one-day workshops for helping people become ready, willing, and able to attain and maintain changes.

Not every person presents to treatment and support services as ready, willing or able to change. Unfortunately they can be labelled as '*resistant*', '*unmotivated*' or '*in denial*'.

However, research suggests that client '*resistance*' is often a reaction to the worker's approach; and so by adapting their style, client gains can be achieved.

These workshops draw from the best practice literature as well as presenter's experience working with addiction. The first is *for case managers and support workers*, emphasising basic counselling skills. The second provides more than 12 tools for *counsellors*, and focussed more on underlying causes of ambivalence and reluctance to change.

Who is this workshop for?

These workshops have been developed for case managers and clinicians from all disciplines who work with populations struggling to find the motivation to change problematic behaviours.

It is also suitable for those who have trained in pre 2012 versions of Motivational Interviewing and need to update.



Workshop 1

Motivational Interviewing for case managers and support workers (2012 edition).

Workshop 2

Understanding resistance and enhancing motivation for change, for counsellors and therapists.

Motivational Interviewing for Case Managers and Support Workers

This one day workshop introduces a simplified version of the latest 2012 version of Miller and Rollnick's Motivational Interviewing. It has an focus upon basic counselling skills for working with clients who are ambivalent or reluctant to change. This workshop requires no prior counseling training.

Topic 1 – Understanding Resistance

- Client signs and worker signs.
- Worker and interactional factors that trigger and enhance resistance in the relationship.

Topic 2 – The Process of Change

- Natural change
- Why natural change fails
- Ambivalence
- Common mistakes when facing ambivalence
- Worker's own agenda getting in the way
- Denial as a protective mechanism
- Four types of reflections and when to use them

Topic 3 – Motivational Interviewing

- Similarities and differences with traditional counselling
- A deeper understanding of the Stages of Change
- Engaging reluctant clients
- CARES counselling approach

Topic 4 – Change and Sustain Talk

- How to recognise and enhance change talk
- 5 responses to sustain talk
- How to roll with discord
- Preventing resistance

Learning Outcomes

- 1 Be able to identify worker factors that increase resistance in clients.
- 2 Recognise different types of ambivalence and why these can result in 'denial'.
- 3 Recognise and enhance 'Change Talk' with five options for responding to 'Sustain Talk'
- 4 Be able to choose from four different types of reflection depending upon the stage of the relationship
- 5 Use CARES and HARM Mapping to increase client engagement
- 6 Five strategies to respond to discord in the relationship

Understanding Resistance, and Enhancing Intrinsic Motivation, for counselors and therapists.

This one day workshop is for counsellors and therapists who have basic or advanced counselling skills. It integrates work from Miller and Rollnick with that from other researchers such as Hubble and Scott Miller, to provide a deeper understanding of the causes of resistance and discord, as well as more than 15 microskills to both prevent, and effectively respond to resistance.

Topic 1 – Understanding Resistance

- Client signs and worker signs.
- Counsellor and interactional factors that trigger and deepen resistance within the relationship.

Topic 2 – The Process of Change

- Four types of ambivalence
- Five different types of Precontemplator
- Aspiration vs Equipose positions
- Denial as a protective mechanism

Topic 3 – A Three Task Model of Change

- The three key attitudinal shifts required for change
- Understanding the 15 most common barriers to change
- Strategies for responding to each of these barriers
- CARES counselling approach

Topic 4 – Initiating and maintaining change

- How to recognise and enhance change talk
- 5 responses to sustain talk
- Tweaking motivators to maximise their efficacy
- Preventing resistance

Learning Outcomes

- 1 Be able to identify worker factors that increase resistance in clients.
- 2 Recognise different types of ambivalence and why these can result in 'denial'.
- 3 Identify 5 different types of precontemplator and adapt the clinician's response accordingly.
- 4 Recognise and enhance 'Change Talk' with five options for responding to 'Sustain Talk' and tips for handling Discord.
- 5 Frame the shift in attitude towards change according to the three key tasks
- 6 Tweak client motivators to maximise their efficacy according to 5 dimensions.

About Hurstwood

Hurstwood is an independent Australian practice that matches experienced trainers and consultants with government, and not-for-profit organisations.

Hurstwood was established to support health and welfare sector providers with services developed from a basis of applied experience, practice wisdom, evidence-based practice.

About the presenter



Matthew Berry MAPS DPsych

Matthew is a clinical psychologist in private practice with a background in the alcohol and other drug sector.

He has worked with youth and adult populations in residential and community based settings.

He provides workshops focusing upon supervision, addiction, challenging behaviours, motivational interviewing and solution-focussed counselling, and has delivered these addiction workshops across both Australia & New Zealand.

Other workshops

Understanding and working with substance use, addiction and associated behaviours

Supervision skills – introductory and applied

Solution-focussed counselling

Managing Challenging Behaviours

Understanding trauma and the essential elements of Trauma-Informed practice

Understanding and Implementing culturally responsive practice

In Search of the 6th Happiness

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