Supervision – the MI Perspective

eSym

MI's Approach to Supervision

Brad Lundahl, PhD

Brian Connors, PhD

1. Comprehension
2. Worked Examples

Agreed upon goals

Affirmations

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This handout comes from a presentation recorded on 6/20/20. The presentation has 'moving parts' – making the handout a bit hard to follow. Please see the following links for the presentation:

Here is a link to the new recording https://youtu.be/COdzlh0LGc4

You can also find the certificate at www.esympro.com/webinars

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"Arc of Focus" Beginning-Middle-End

eSym

SMALL TALK

Skills:
1. Simple Ask
2. Flip Concerns → Goals
3. Miracle Question
4. Prioritizing

Skills:
1. See Change Talk
2. Evoke Change Talk
3. Extend Change Talk

Skills:
1. Solution Focused
2. Lift Confidence
3. Client Centered Plans

WRAP IT UP

Client's Goal
WHAT-LAND
Focus

Client's Motivation
WHY-LAND
Evoking

Credible Plan
HOW-LAND
Planning

Assess: Context, Culture, Symptoms, Patterns, History, Etc.

PROMOTE ENGAGEMENT **LOWER 'RESISTANCE'**

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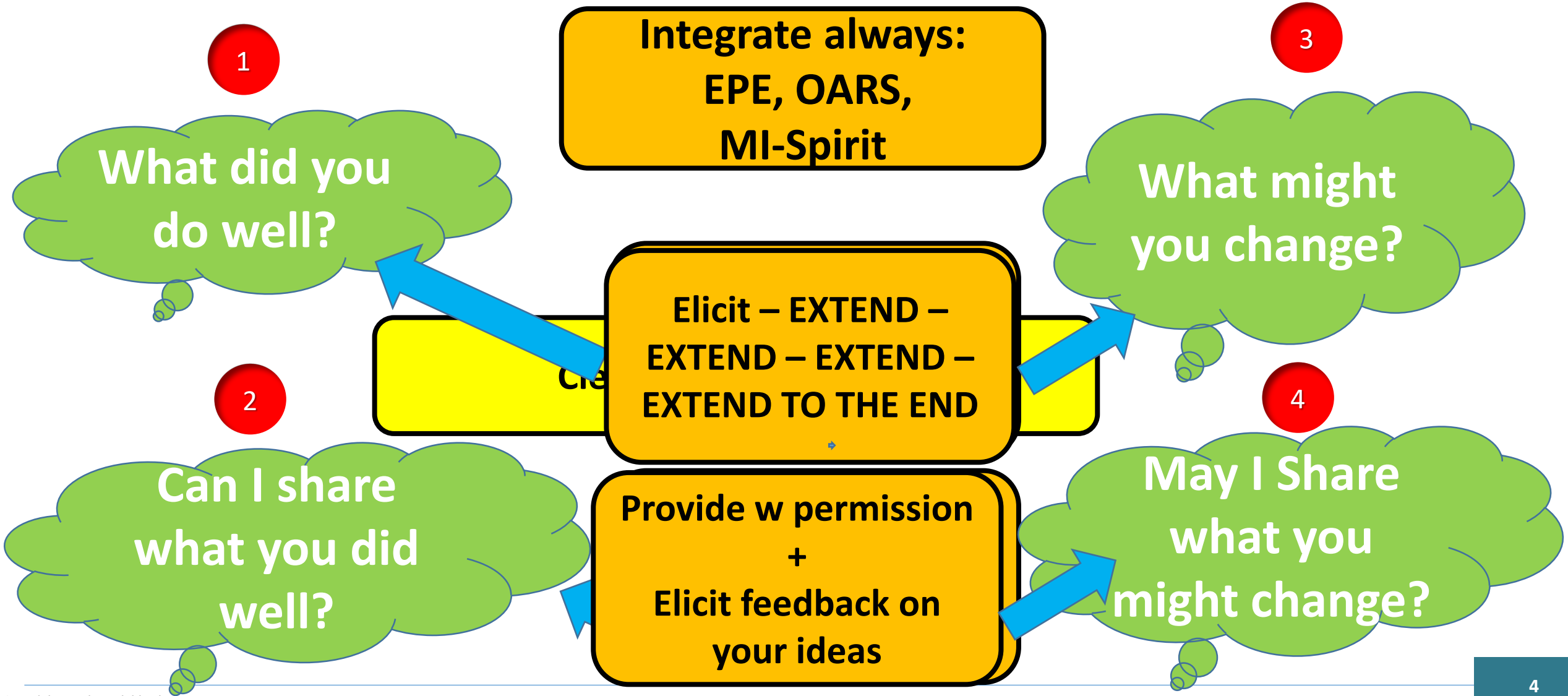
Supervision – MI Style



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What Land:
Flipping Concerns & Complaints into Goals – Lemons to Lemonade

eSym

Steps	Problem: Lack confidence for job search
1	Hear the concern – (Celebrate! You're curious to deal)
2	Think: What mu
3	Think: What is th
4	Say: Reflect the c
5	Say: Provide gen
6	Say: "Maybe we ca … How does that sound to you?"

Soft skills to fold into this skill:

- Partnering Language
- Permission Question
- Empathy + Reflections
- OARS

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What Land:
Flipping Concerns & Complaints into Goals – Lemons to Lemonade

Steps	Problem: Lack confidence for job search
1	Hear the concern – (Celebrate! You know what to do!)
2	Think: What must if feel like to be them? Get to empathy.
3	Think: What is the opposite of the concern?
4	Say: Reflect the concern: Simple or Complex Reflection.
5	Say: Provide genuine empathy as appropriate.
6	Say: "Maybe we can work together to [FLIP the CONCERN to a GOAL] . "How does that sound to you?"

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Supervision – MI Style

Integrate always:
EPE, OARS,
MI-Spirit

1 What did you do well?

2 Can I share what you did well?

3 What might you change?

4 May I Share what you might change?

Clearly Identified Skill

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Spirit of MI
Affirmations

Skill: Affirmations

Target: I followed through with steps to find a job

1. See the opportunity: **Your client followed through**

2. "Tee it up" = Affirm your client

Great job on following through with tasks from our last meeting!

Bravo!

3. *"Swing"* – Encourage client exploration

Motivation

For you, what were the <u>BENEFITS</u> of following through?

Confidence

What <u>STEPS DID YOU TAKE</u> to actually follow through, because doing so is not always easy?

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Spirit of MI
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Supervision – MI Style

Integrate always: EPE, OARS, MI-Spirit

Clearly Identified Skill

1. What did you do well?
2. Can I share what you did well?
3. What might you change?
4. May I Share what you might change?

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Supervision – MI Style

Integrate always:
EPE, OARS,
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1

What did you do well?

2

Can I share what you did well?

Clearly Identified Skill

3

What might you change?

4

May I Share what you might change?

Copyright Brad Lundahl, PhD

Brad Lundahl, PhD

PhD in Clinical Psychology
Northern Illinois University

Tenured Professor:
University of Utah, Social Work

Clinician, Business Owner
www.cccslc.com

MINT Trainer

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