

Motivational Coaching

Motivational Coaching is a method of coaching that enhances intrinsic motivation to change by **exploring and resolving ambivalence**.

It gets the client to **express out loud** the reasons for change, why they want to continue the process to reach the healthy behavior they want for themselves. The chances are better of them working on their goals if they have **described the reasons in their own words**.

The process is based on three elements needed to initiate and support change simplified as **ready, willing and able**. It compares the pros and cons of change or no change, and through the coaching skills of inquiry and reflective listening, the coach will guide the client into pro-change talk and attempt to diminish resistance to change through appropriate responses.

If used correctly this method of interviewing will cause the client to do most of the work to move forward. If this is not the case try to talk less and listen more. Remember that coaching is not about the coach it is about the client choosing the process of change with the coach working as the facilitator for that change process.

Pro-Change Talk

Clients are usually aware of what they could be doing for improved health, and for some reason they have resisted the behavior change they know they should make. If the coach directs the conversation so that the client describes their reason for changing (pro-change talk) instead of telling the client why they should change, the client then is doing the work and owning the solution leading to much greater success. Clients are much more likely to act on what they say, not what they hear.

1. Ask open-ended questions – can't be answered by yes or no.
 - What concerns do you have about your current behavior?
 - How might continuing your current practice lead to future health problems?
 - What do you eat during a typical day?
 - What changes would you like to make in your exercise habits?
2. Affirm that they have the strengths available to reach their goals
3. Restate or paraphrase
4. Summarize what you heard

Reflective Listening

1. Simple Reflection - restate what the client says

“I don’t have time to exercise. No one I know exercises much”

So all your friends are inactive. Do you not think it is possible to exercise without them

2. Amplified Reflection – the coach exaggerates the clients statement

“So you couldn’t really start and exercise program because you wouldn’t fit in with your friends”

3. Double-Sided Reflection – reveals mixed feelings (I don’t want... but I do...)

So you don’t see how you could exercise without your friends but at the same time you are worrying that not exercising will not be good for your health

4. Shifting Focus – Don’t restate a resistant statement

Well were not quite there on the exercise, lets continue to look at other issues, we can return to the exercise at a later time.

5. Rolling with Resistance – Don’t try to change their mind (It may just not work)

“You might find that the exercise issue is just going to be too difficult of a change to make at this time, that’s something that you will have to decide at some time.”

6. Reframing – reflect in a new light to give new meaning to what they are saying.

My best friend is always bugging me to lose weight. It’s really irritating
Your friend must really care, wanting to help even though it may make you angry.

7. Working with Resistance – paraphrase 2-3 times more than asking questions.

Don’t

1. Parroting – simply repeating what is said, you need to include feelings
2. No empathy – no change in tone regardless of clients feelings
3. Move into giving advice, or solutions rather than to continue coaching
4. Over Analyze – guessing on the meaning of the clients statements

Decision Balance: Compare the reasons to stay the same with the reasons to change.

What are the benefits of staying the same? , What concerns you about a change?

Resistance Score. (0-10)

What concerns do you have about staying the same? , What are the benefits of change?
Motivation Score (0-10)

Exploring importance & Building Confidence

Importance:

How important is it for you to change _____ today?
(0-10) where 0=not important at all and 10= most important thing in my life now

Questions you can use to respond to the confidence scale score:

What would make you more confident about making these changes?

Why did you choose ___ and not a lower confidence score?

What would it take to make it a ___?

What have you learned from what went wrong last time you tried to change ___?

How can I help you succeed in this?

Confidence:

How confident are you that you will succeed in _____?
(0-10) Where 0= I don't think I can achieve my goal, and 10=I will definitely do it

Is there anything you can think of that would help you feel more confident?

If you were to decide to change what would some of your options be?

Is there anything you have found helpful in any previous attempts to change?
(any of the important questions above)

Other Motivational Interviewing Skills

1. Expressing appropriate empathy – non judgmental, accept ambivalence see the experiences through their eyes, understand their point of view.
2. Developing discrepancy – to see the discrepancy between the current situation and the desired change. (what they are doing won't reach their goal)
3. Avoiding argumentation – change strategies, gently defuse their defensiveness, take their side in support of resistance.
4. Rolling with resistance – invite them to examine new perspectives; value them as being their own expert.
5. Supporting confidence in God's desire for our success – that there is all the power to succeed in reaching a noble goal