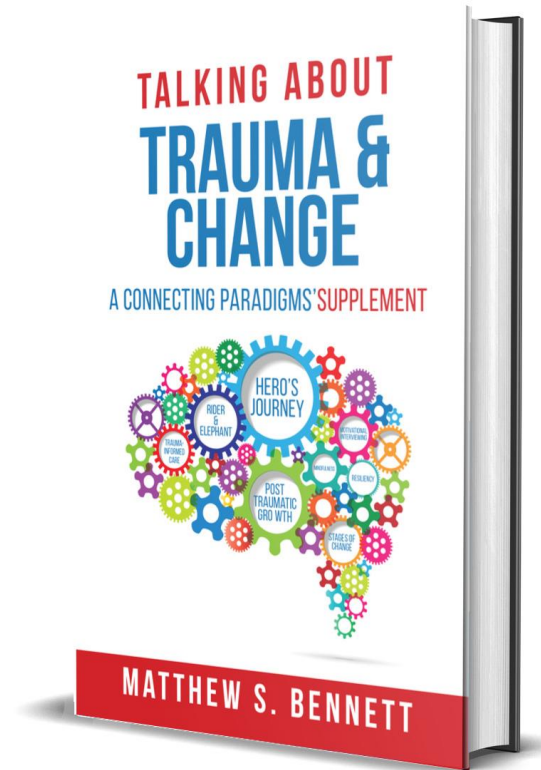


Connecting Paradigms: Trauma-Informed Motivational Interviewing

Welcome: Please put your name and position in the chat

Matt Bennett, MA, MBA

- matt@optimalhrv.com
- Before our journey
 - Trauma impacts everyone – take care of yourself
 - Two parts of the trauma story
 - Pain and Suffering
 - Post-traumatic growth
 - Role of change in post-traumatic growth
- Think about a change you want to make
- Oh, the fun we will have...our format



THIRD EDITION

MOTIVATIONAL INTERVIEWING

Helping People Change

William R. Miller
Stephen Rollnick

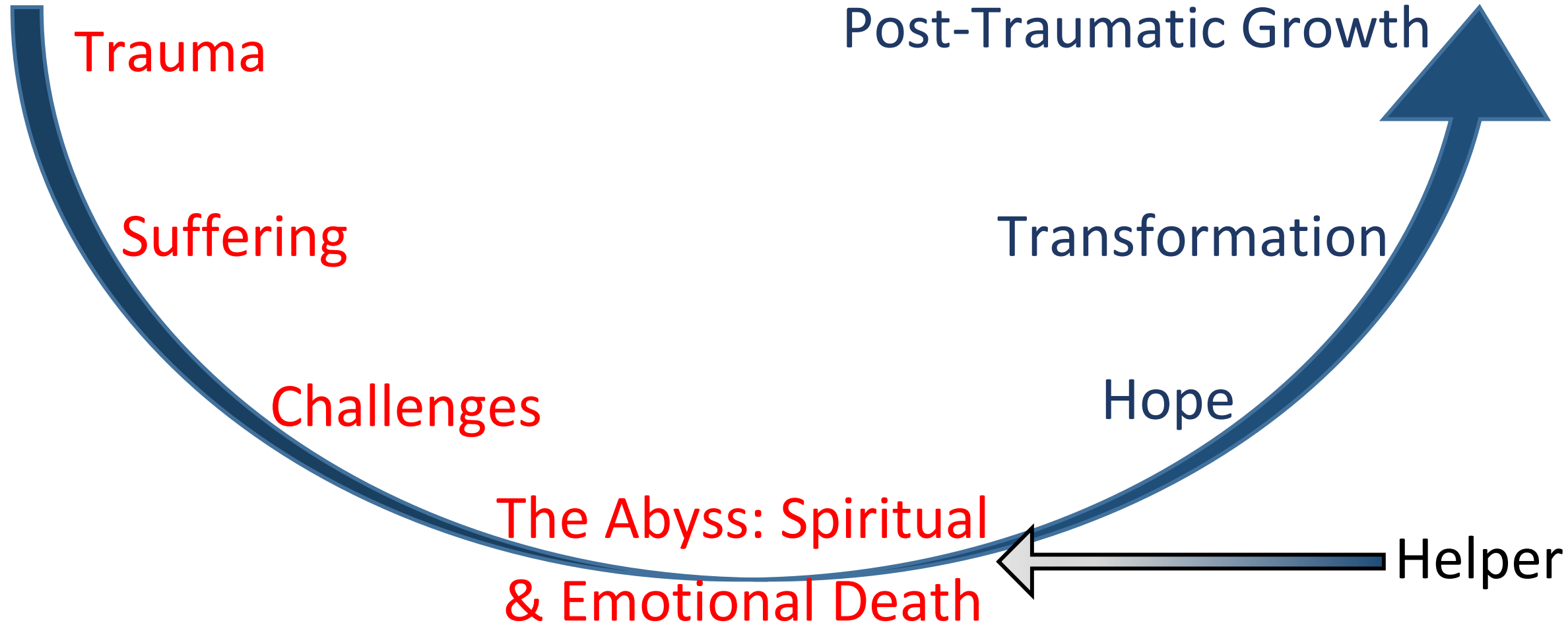
Motivational Interviewing

“Motivational interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person’s own reasons for change within an atmosphere of acceptance and compassion.”

- Miller & Rollnick

The Journey to Change & Post-Traumatic Growth

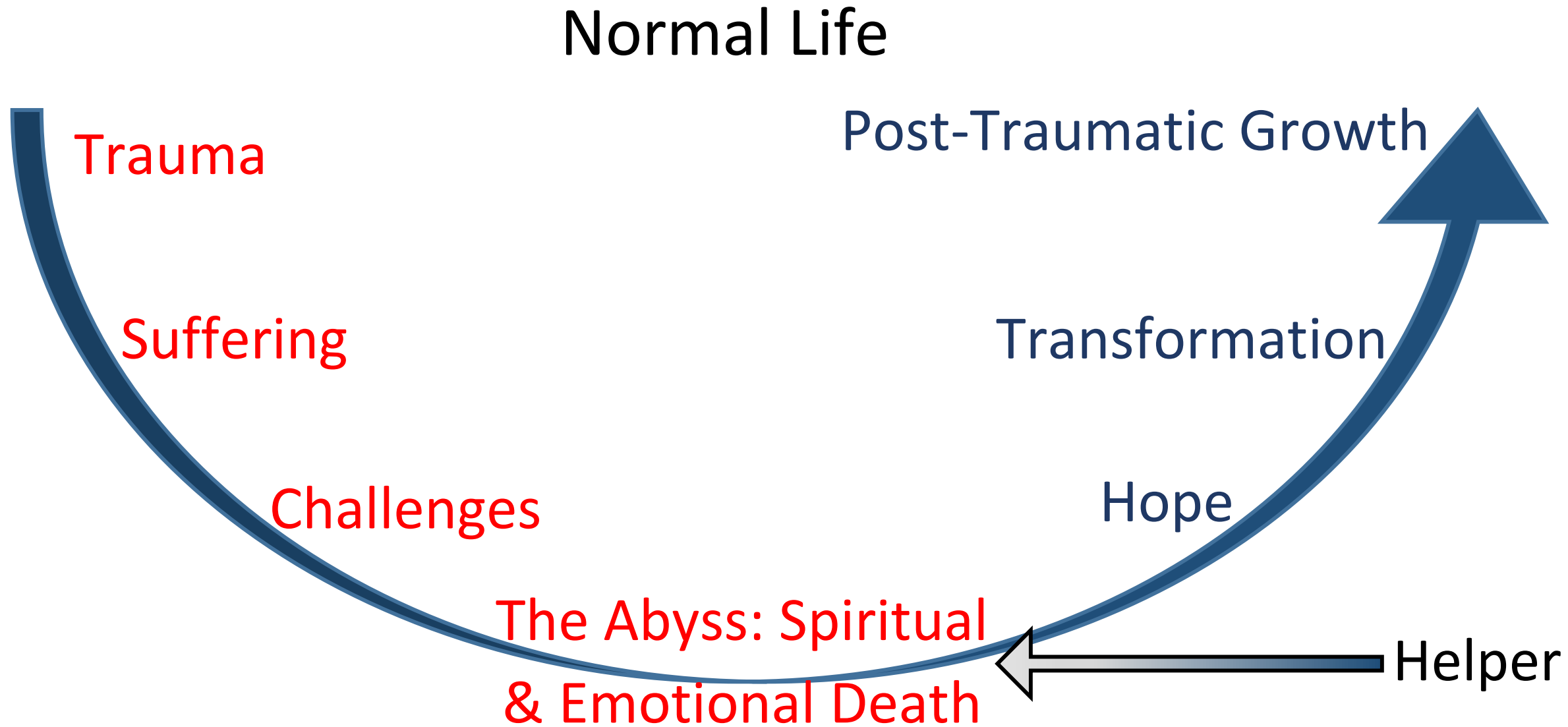
Normal Life

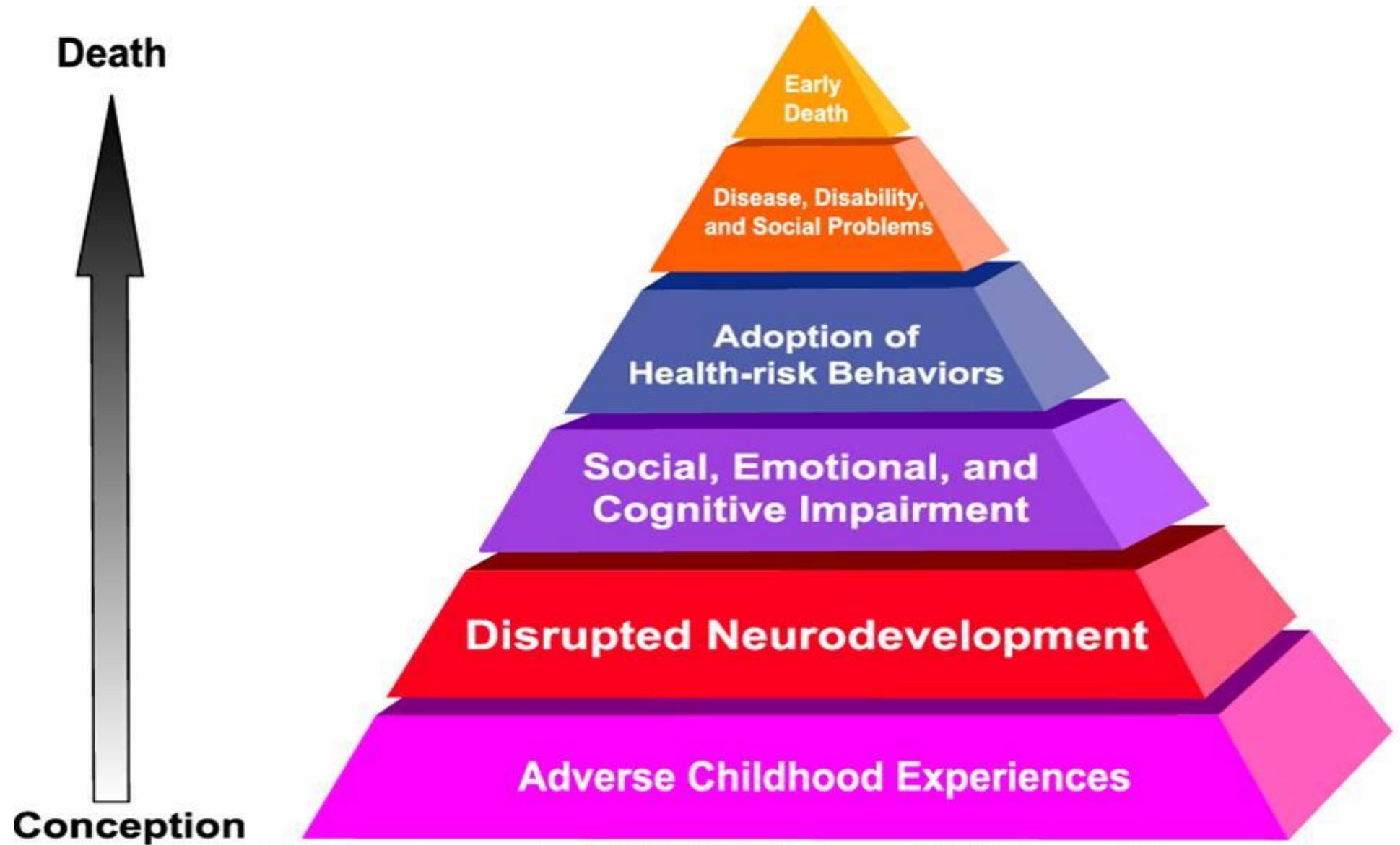


Which one would you take?



The Journey to Post-Traumatic Growth





Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan



Traumatic Event

Events involving intense stress that overwhelms the person's capacity to cope. Results in an existence dominated by the trauma for a period of time.

+

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○

Chronic Trauma

Living in high stress
environment and in the
shadow of the threat of
traumatic events
occurring at any time

+

•

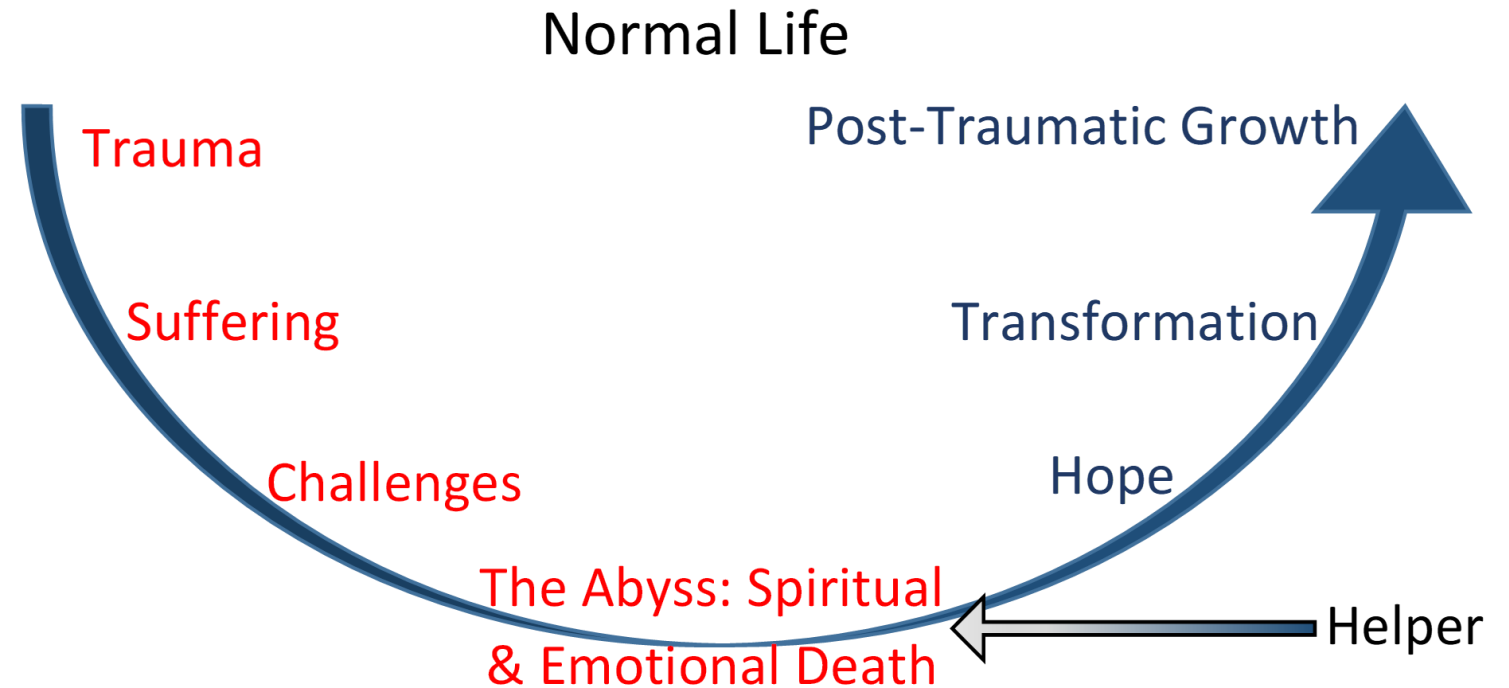
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Complex/ Compound Trauma

Combination of
traumatic events and/or
chronic trauma
occurring over an
extended period

Protective Factors

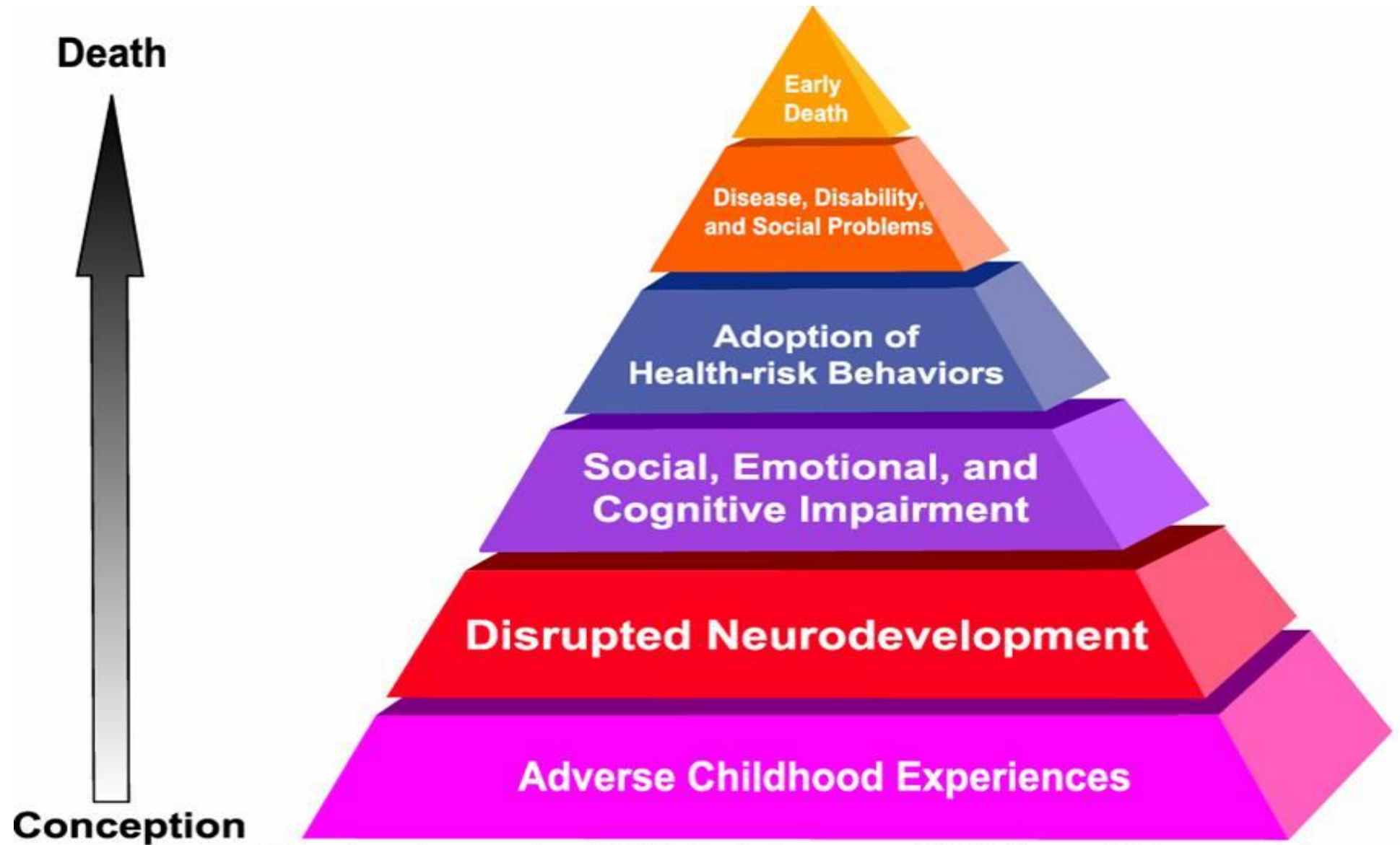
- Social support
 - Friends and family
 - Community
 - Professional
- Life stability
- Age and resiliency



BREAK OUT GROUPS

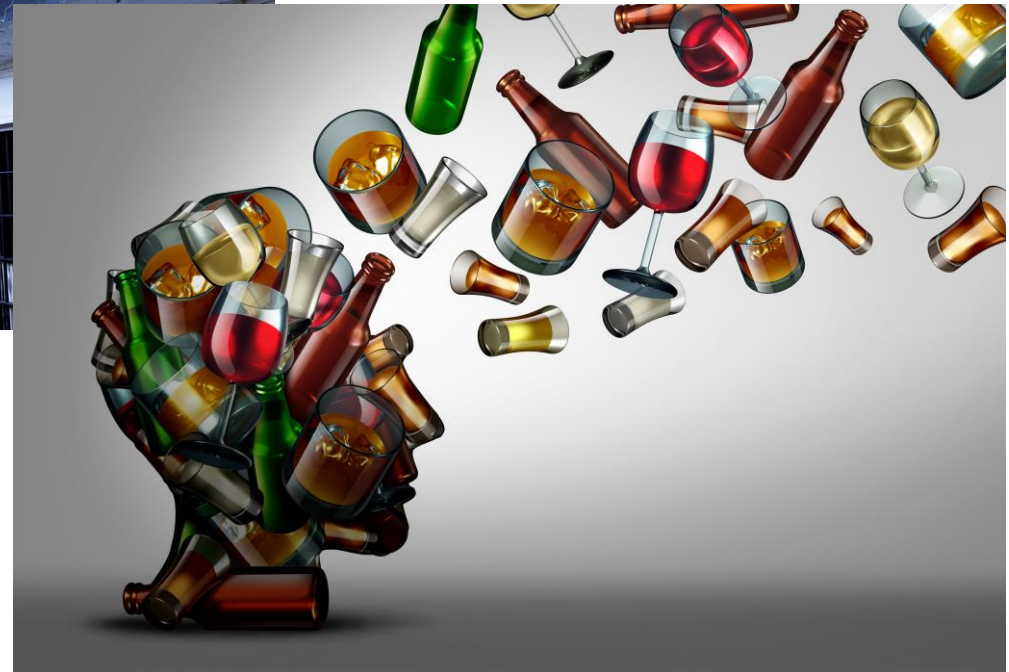
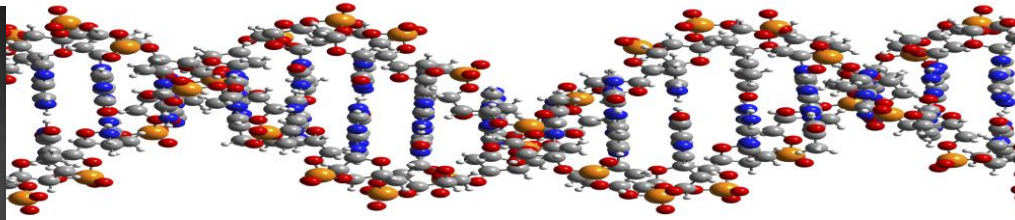
Introduce yourselves!

How have you seen trauma impact people and their ability to make difficult changes?

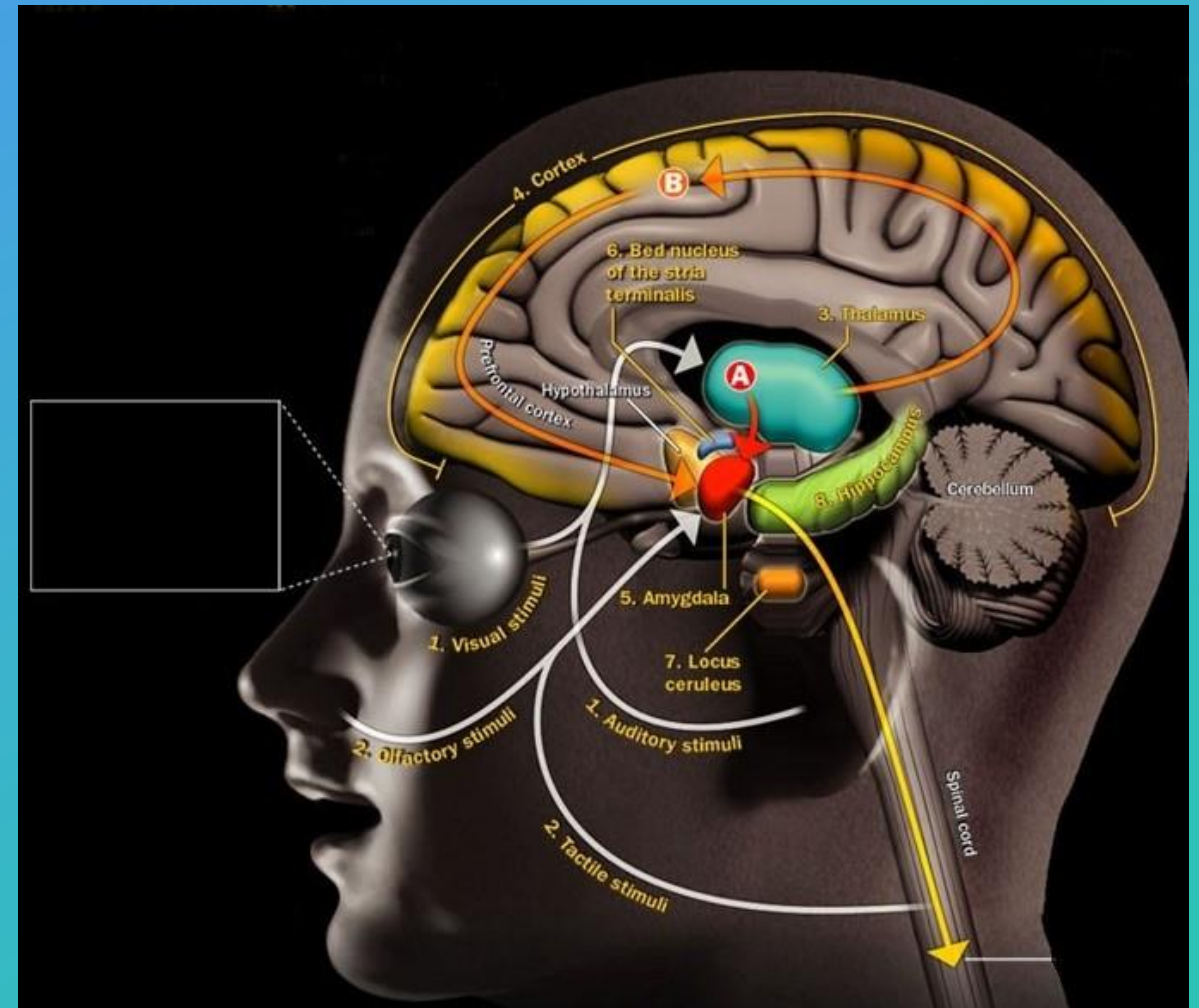


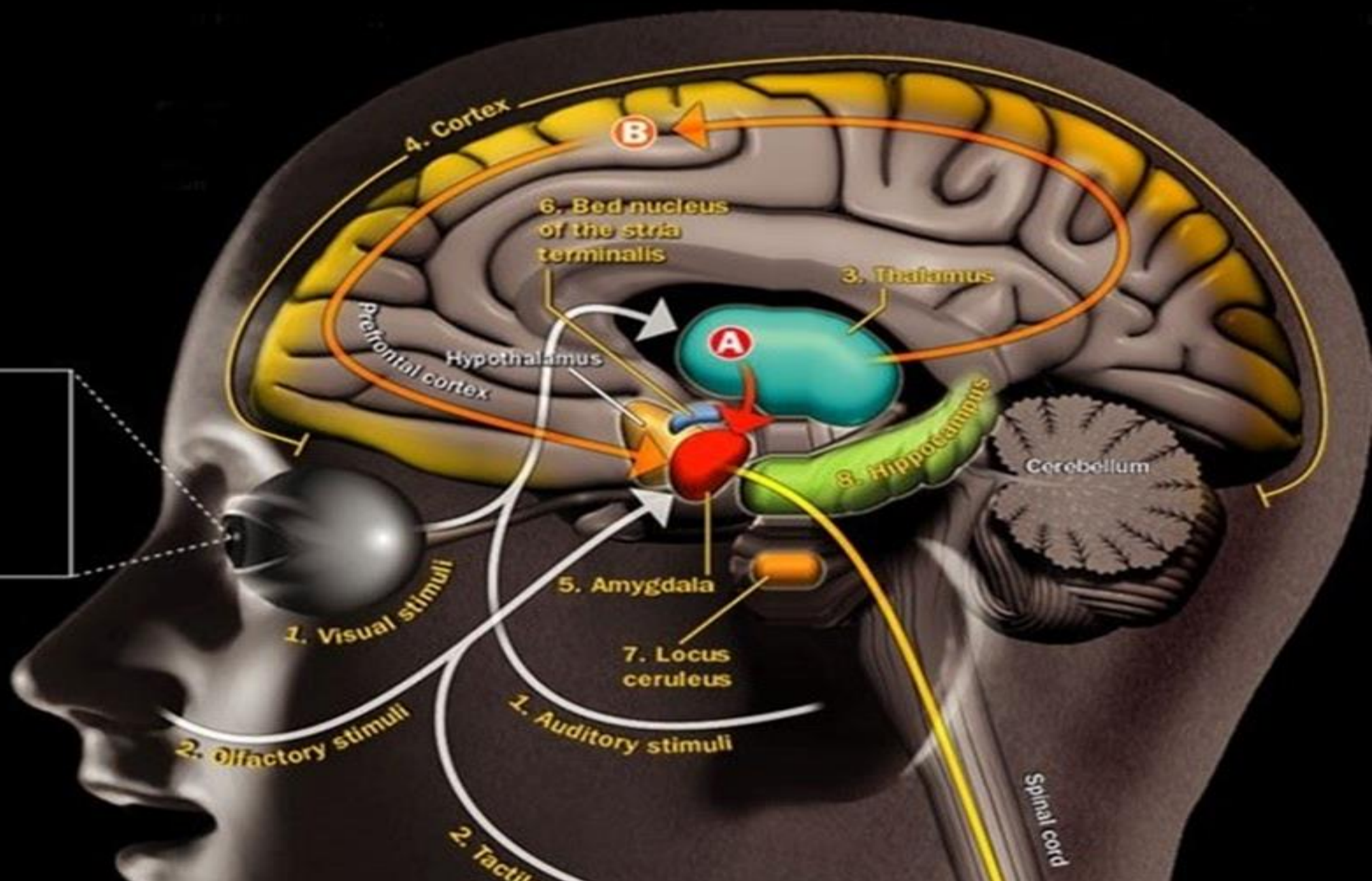
Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan

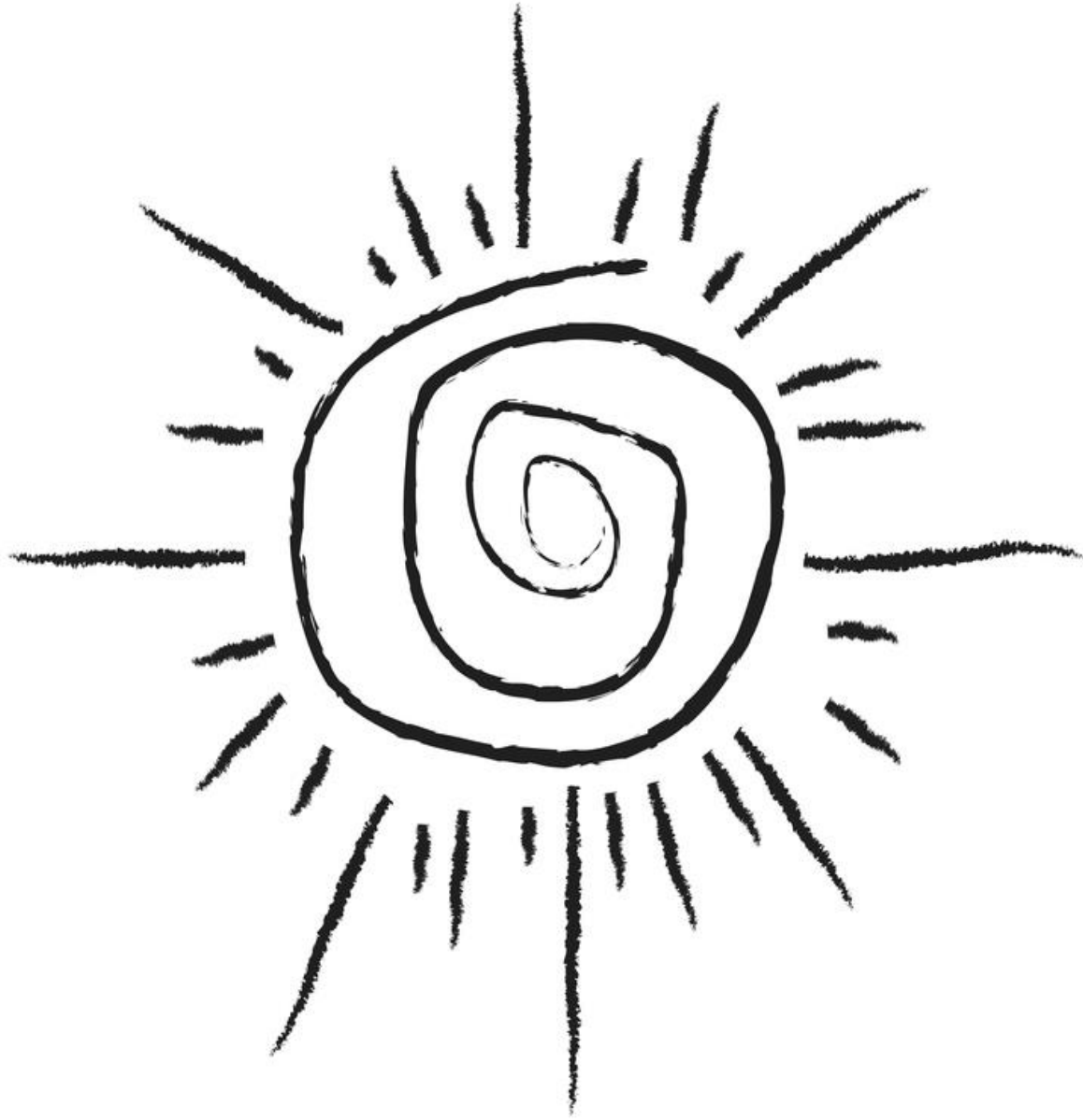
Trauma, Epigenetics, & Behavior



TRAUMA, NEUROBIOLOGY, & BEHAVIOR

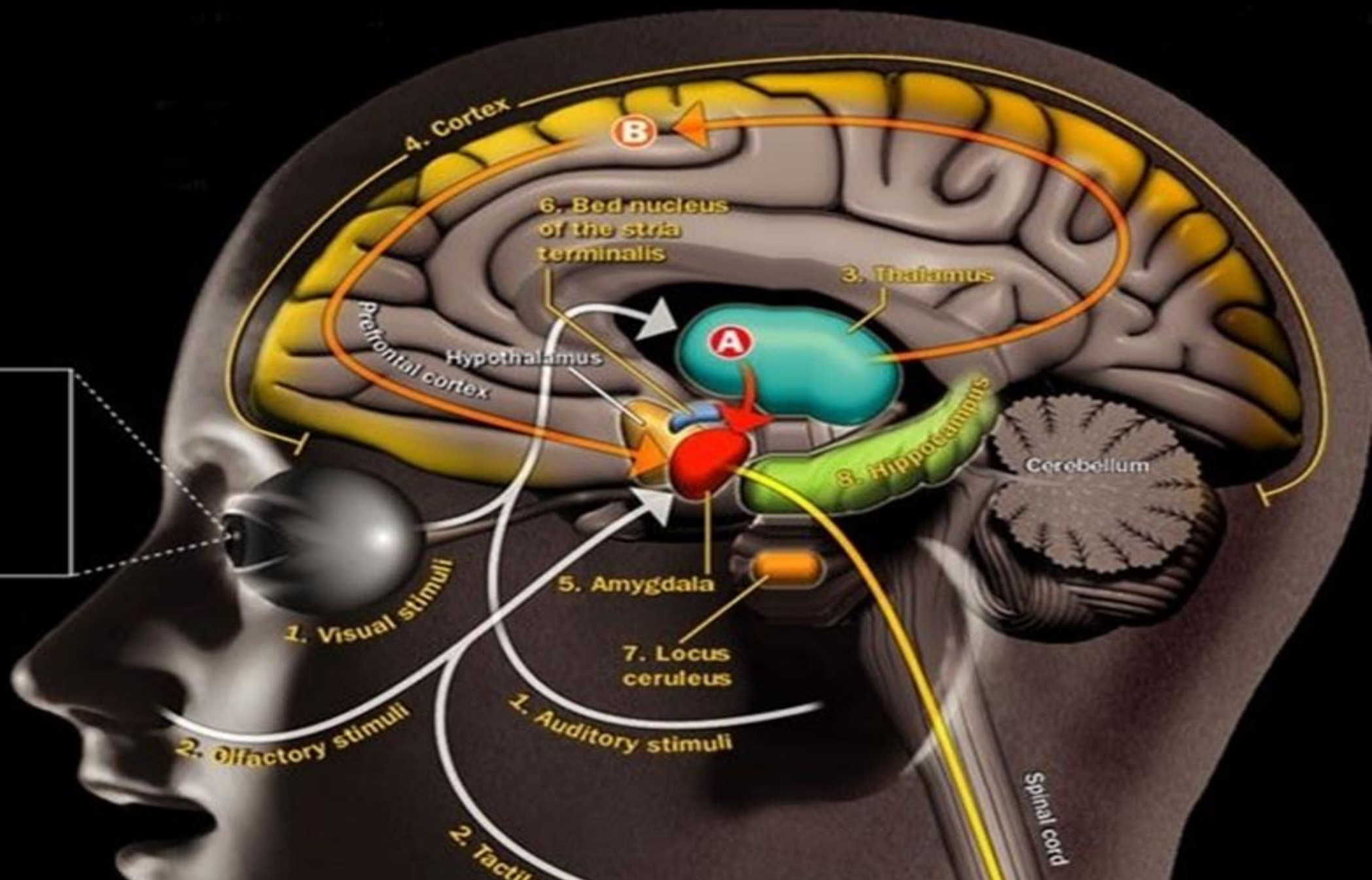






SOLER

- Squarely (relatively) face person
- Open posture
- Lean (a little) forward
- Eye contact (match)
- Relaxed behavior



WINDOW OF TOLERANCE

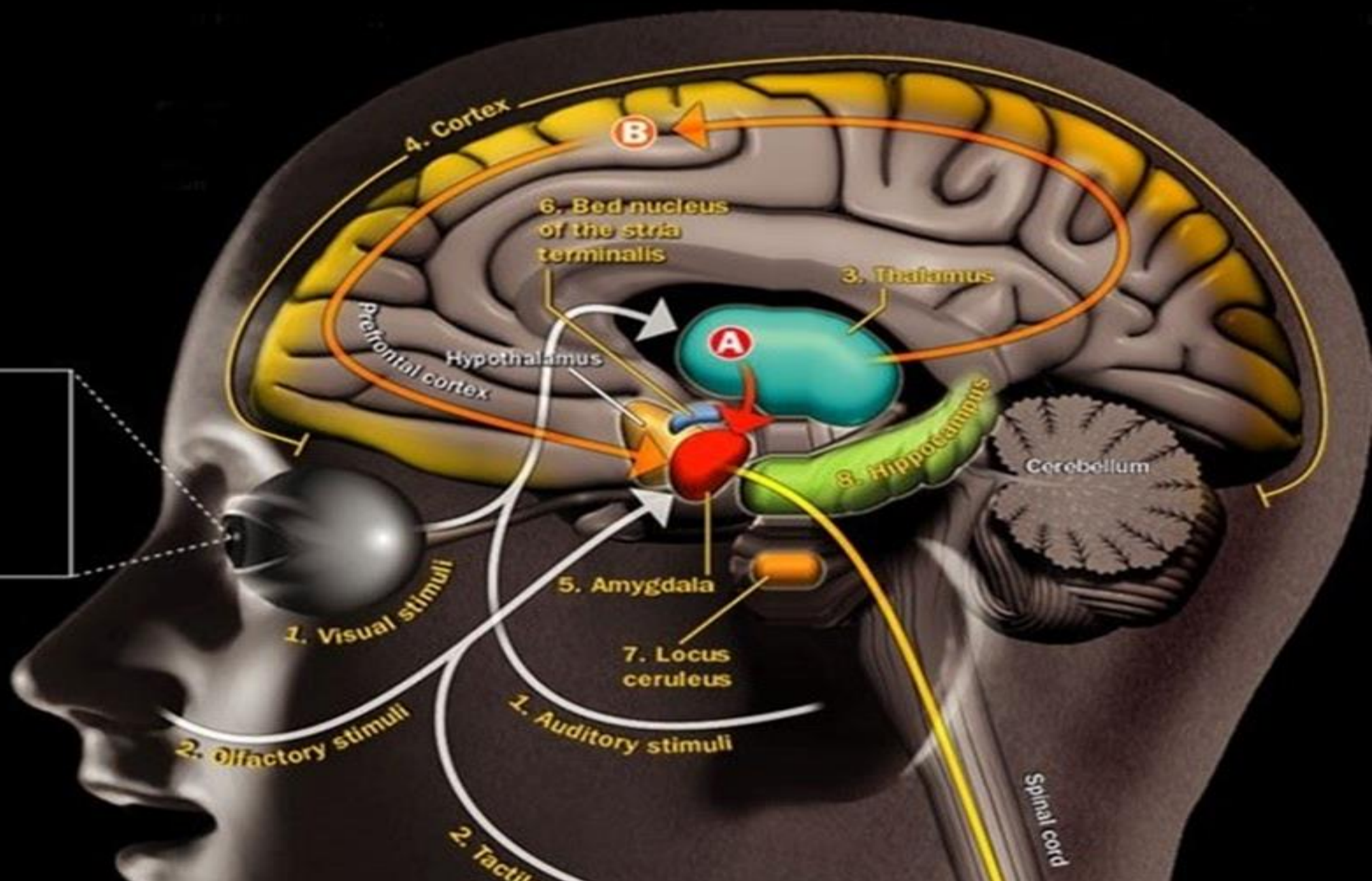
Flight – Fight – Freeze

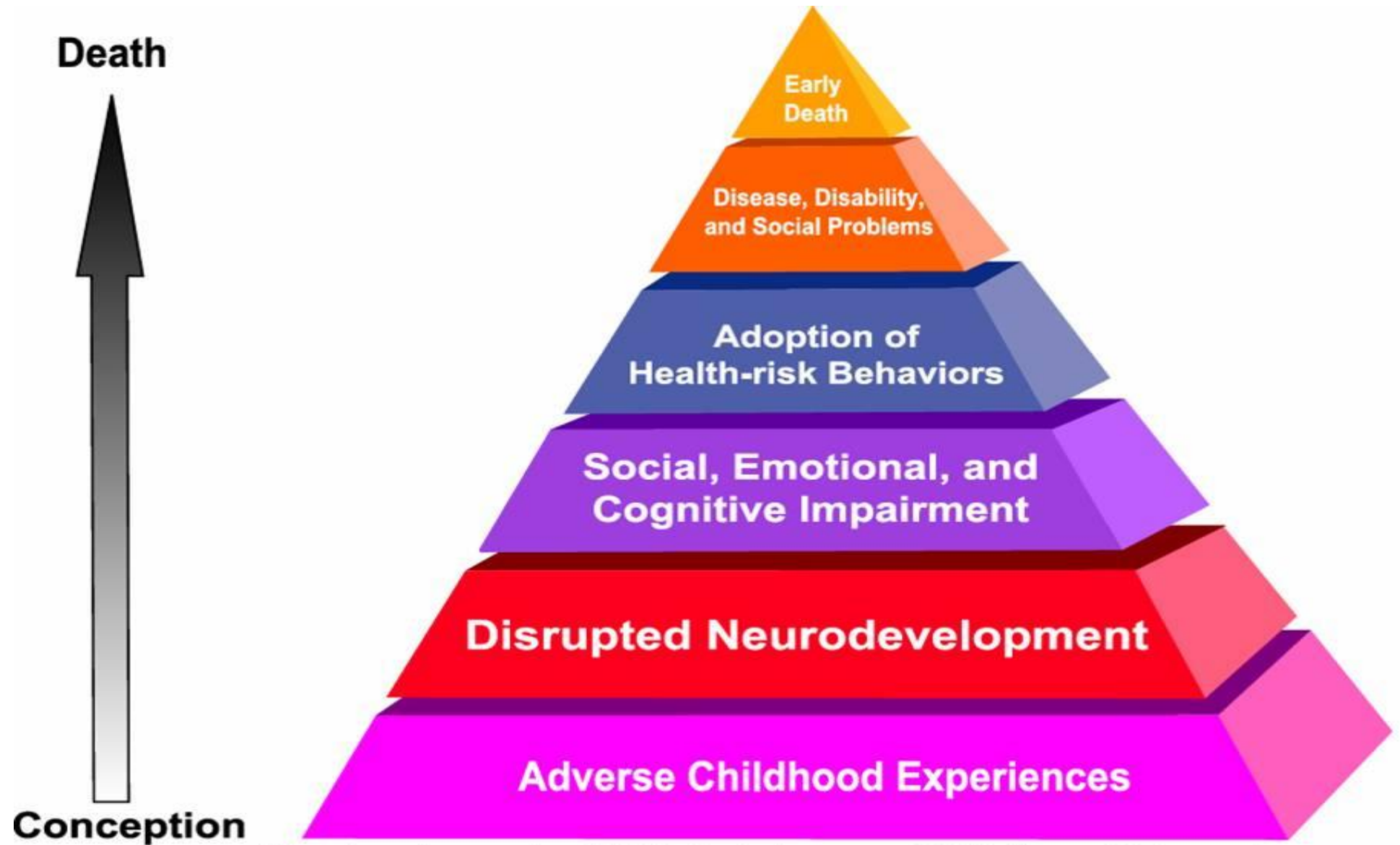
Rigidity

Chaos



Window of Tolerance: Executive functioning
(emotionally regulated, cognitively engaged,
socially connected)





Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan

Trauma Symptoms

Mental Health

- **Personal narrative**
 - Shame
 - Unworthiness
 - Unsafe
 - Hopelessness
- **Diagnosis**
 - Depression
 - ADHD
 - Oppositional Defiant Disorder
 - Conduct Disorder
 - Anxiety Disorder
 - Phobic Disorder
 - Personality Disorders
- Self-harm
- Suicide
- **Addiction**
- Range of criminal behavior
- Perfectionism

Cognitive/Behavioral

- More likely to be in special education
- **2.5X more likely to fail a grade**
- Incoherent sense of self
- Easily overstimulated
- **Difficulty delaying gratification**
- **Trouble with goal setting and future thinking**
- Trouble concentrating & memory problems
- Language development
- Trouble with impulse control
- Difficulty following direction

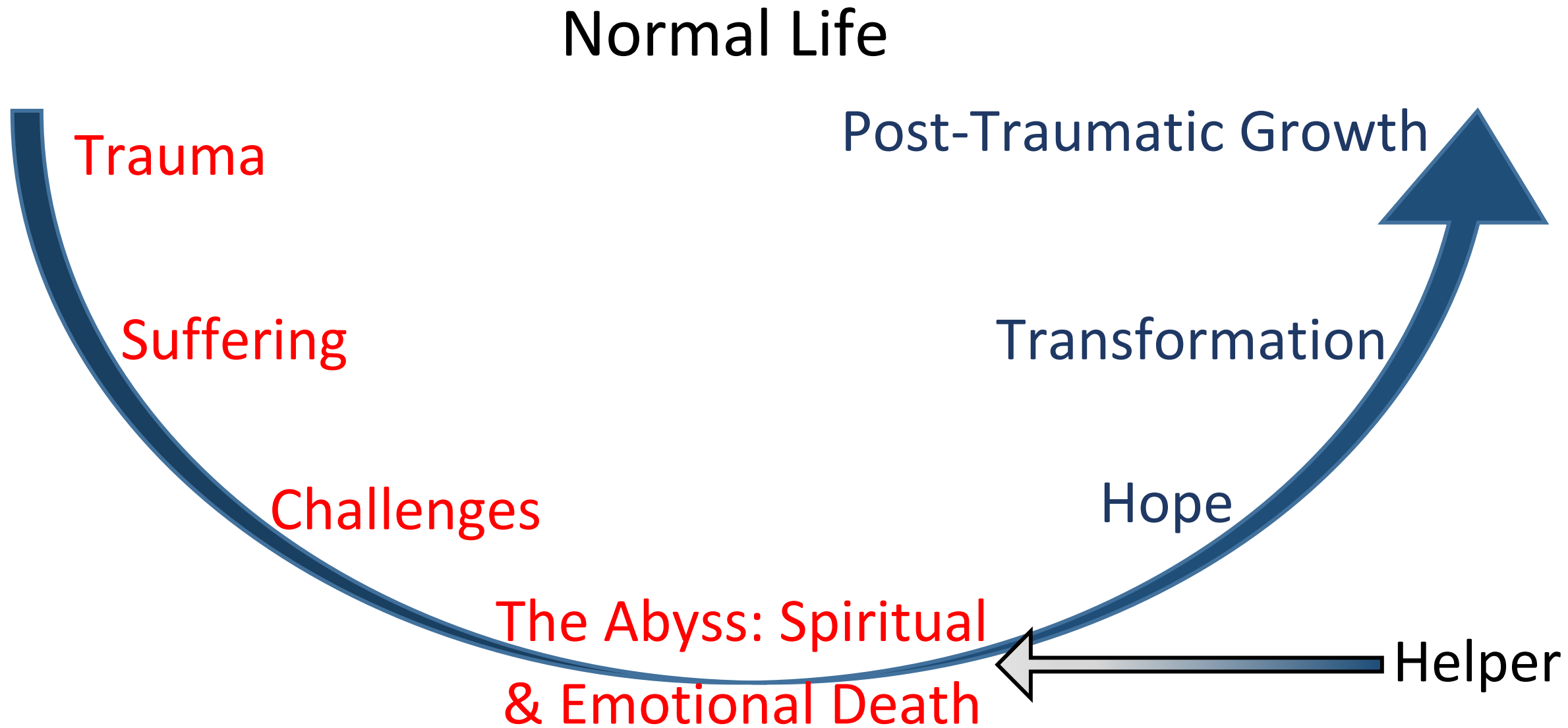
Health Conditions

- Headaches
- Gastrointestinal issues
- General health problems
- Cancer
- Autoimmune issues & Lupus
- Pain

Social

- Trouble interpreting emotional signals
- **Difficulty trusting others⁺**
- Lack of empathy
- Inability to cooperate with others
- Poor boundaries
- Premature sexual maturity & activity
- Sexually transmitted infections
- Unintended pregnancies
- Low social intelligence
- Intimate partner violence
- Bullying and violence behavior
- **Personal narrative & attachment**
 - **Avoidant**
 - **Anxious**
 - **Insecure**

The Journey to Post-Traumatic Growth



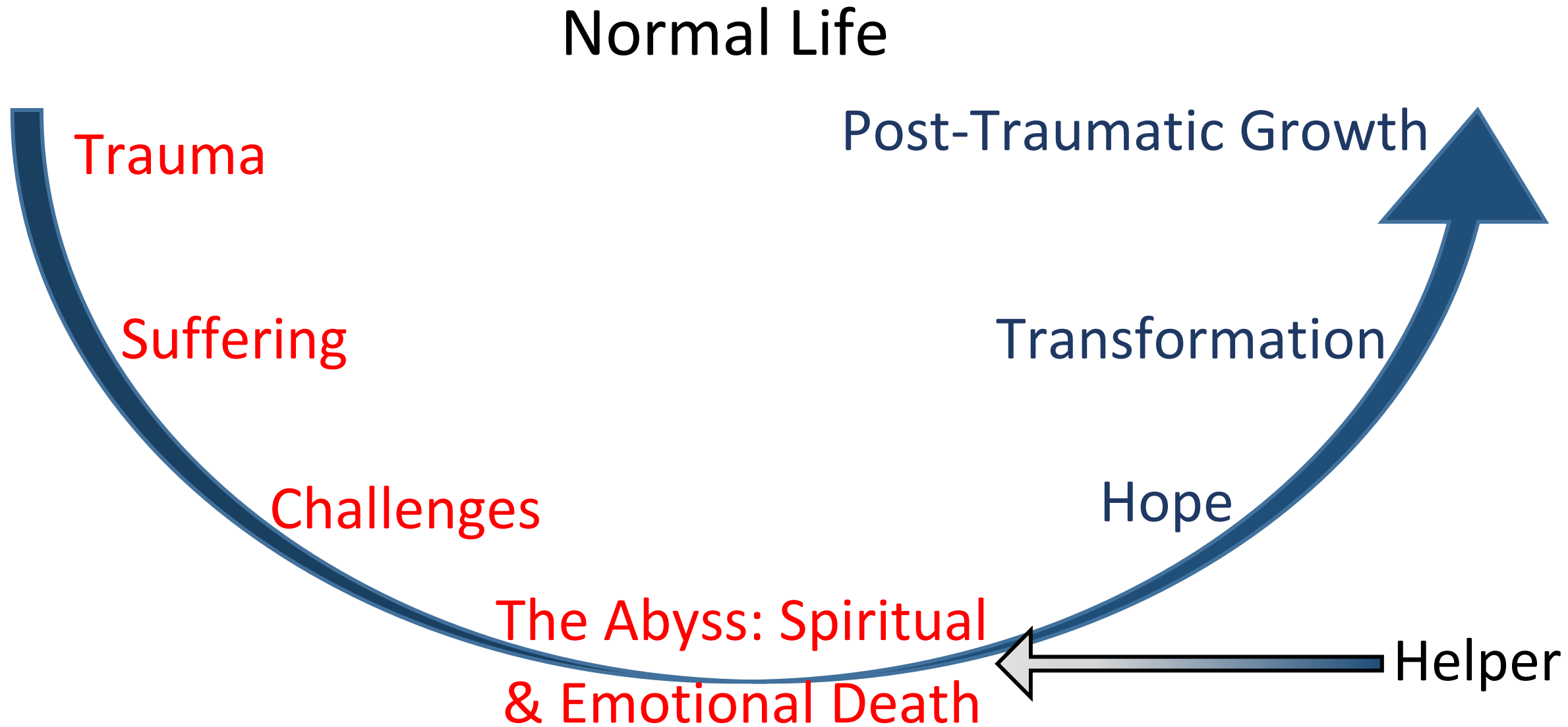
Healing Trauma

- Mix of resources and support
- Many roads for each journey of healing and growth
- Access to trauma treatment:
Releasing traumatic energy
- Integration of traumatic experiences



Spirit of Motivational Interviewing

The Journey to Post-Traumatic Growth



Spirit of MI

Partnership

Acceptance

Compassion

Evocation

Matt's Spirit of MI

HARM REDUCTION!

Partnership

Acceptance

Compassion

Evocation

Partnership

- “Your purpose is to understand the life before you, to see the world through this person’s eyes rather than superimposing your own vision.”
- Guiding communication style
- Power of asking permission
- Boundaries and expectations

Acceptance

- Worth
 - Unworthiness and shame immobilizes people
 - Change means someone feels they're worthy of improvement
 - Affirm the person's strengths and effort
 - Help the person separate the problem from their identity
- Autonomy
 - Acknowledging freedom of choice increases possibility for change
 - Providing a menu of options

Compassion

- Avoid retraumatization triggers
 - Policies
 - Procedures
- Slow down
- Support works better than confrontation

Evocation

- Change talk
 - Talk about the new behavior
 - Research: Increase in change talk predicts actual change
 - Your goal: Increase change talk
- Sustain talk – reasons to stay the same
- Person should talk more than half the time

THE TIMI STRUCTURE

1. Assess stress level



Strategies for Assessing & Managing Stress

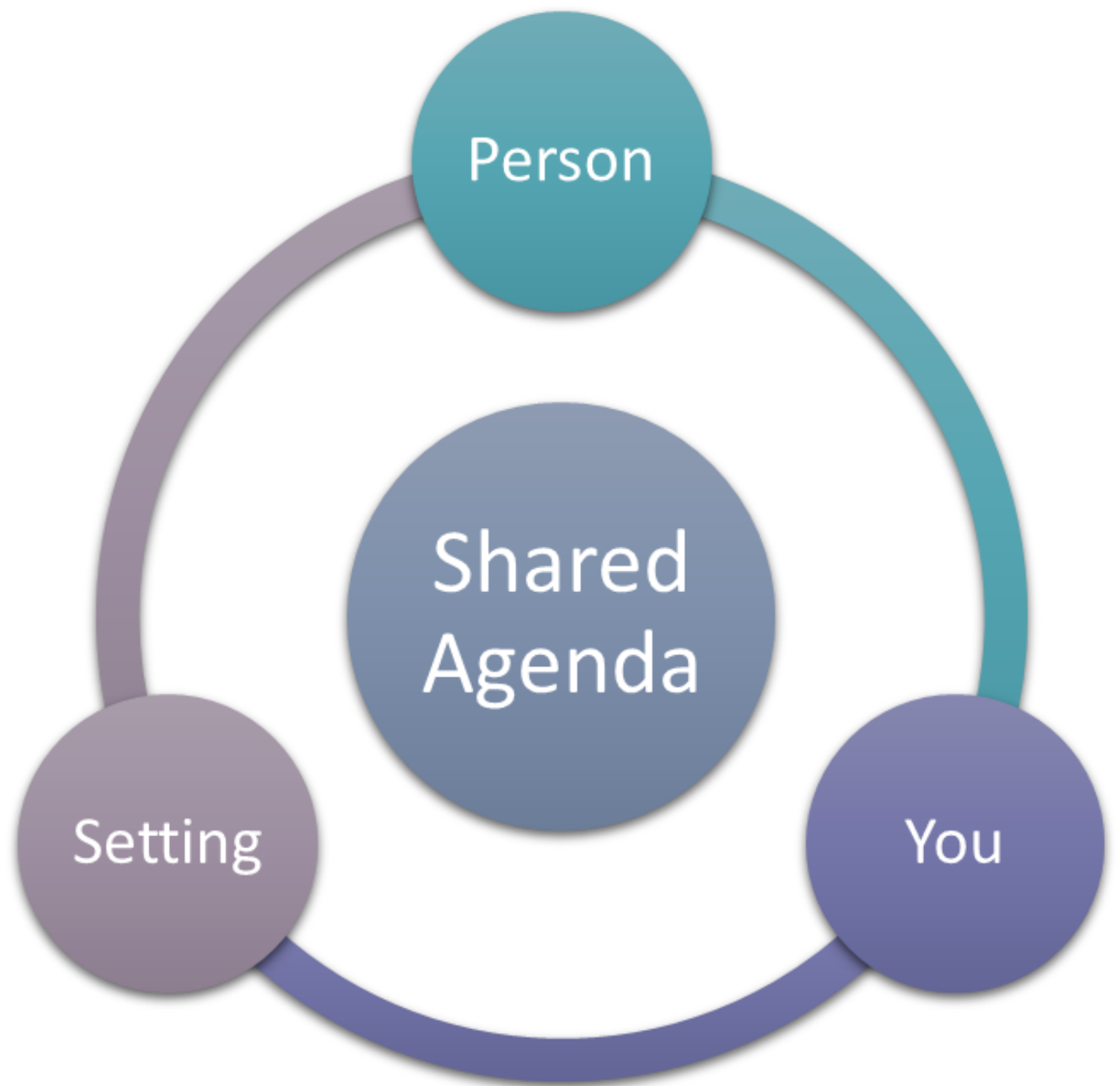
- At the beginning of an interaction, ask
 - “On a scale of 1 to 10. 1 being incredibly relaxed. 10 being stressed out and ready to explode. I’m curious how you are doing right now.”
 - “Great to see you. Tell me how you are doing today”
- If they are stressed, co-regulate before moving to other agenda items or change conversations
- Use communication strategies throughout this training series to provide support

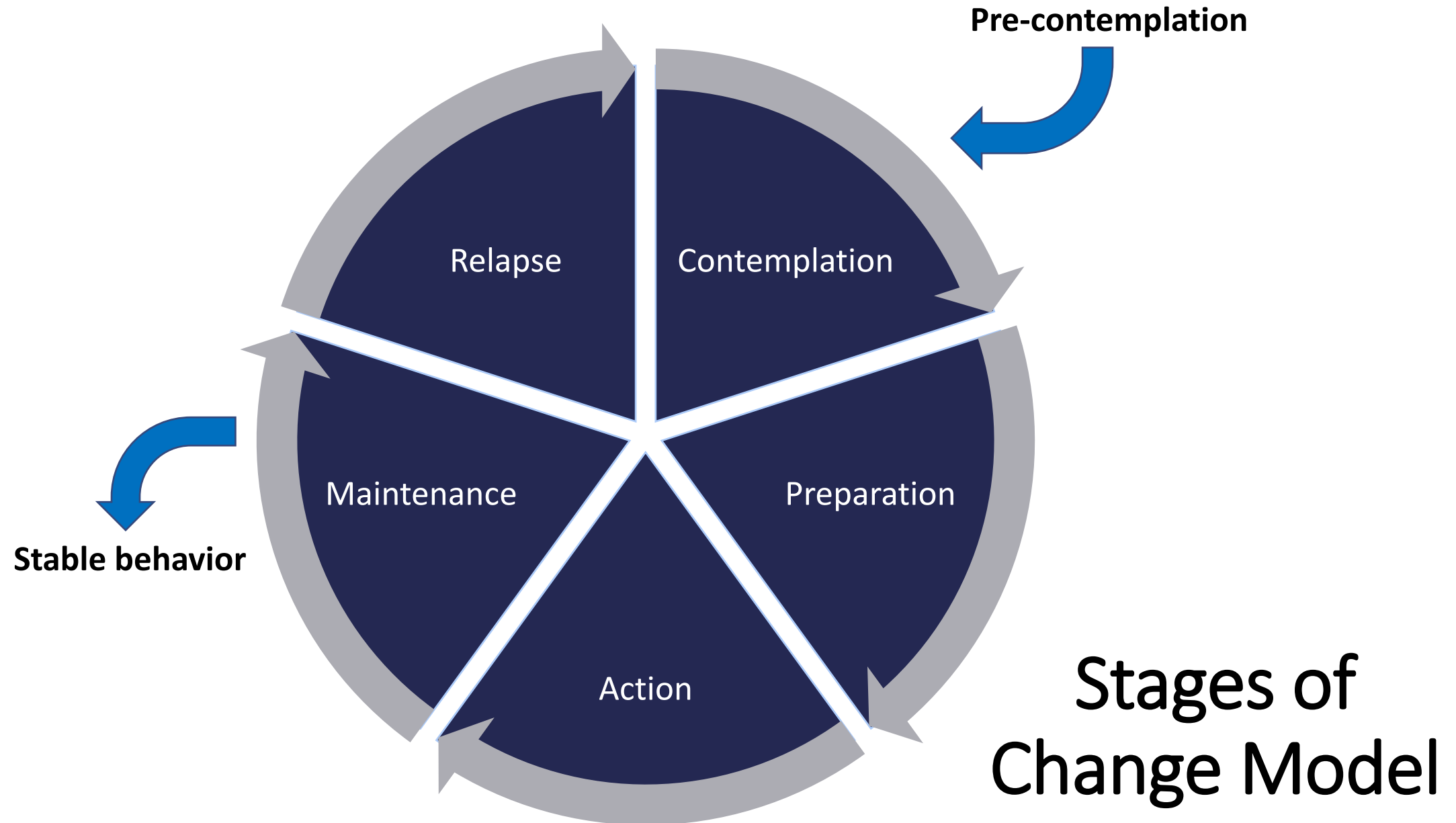
THE TIMI STRUCTURE

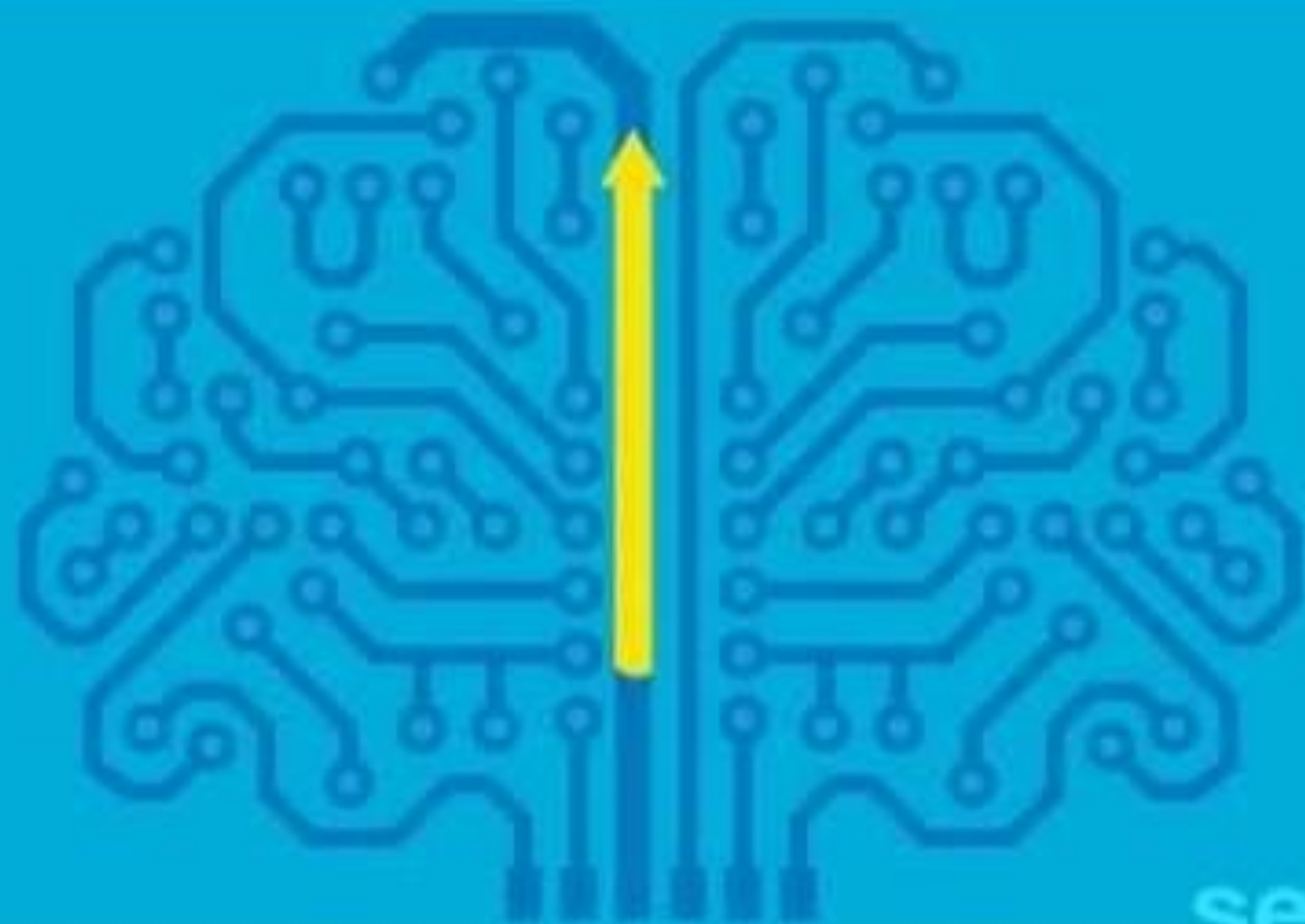
1. Assess stress level
2. Establish a shared agenda –
Identify change



Creating Focus



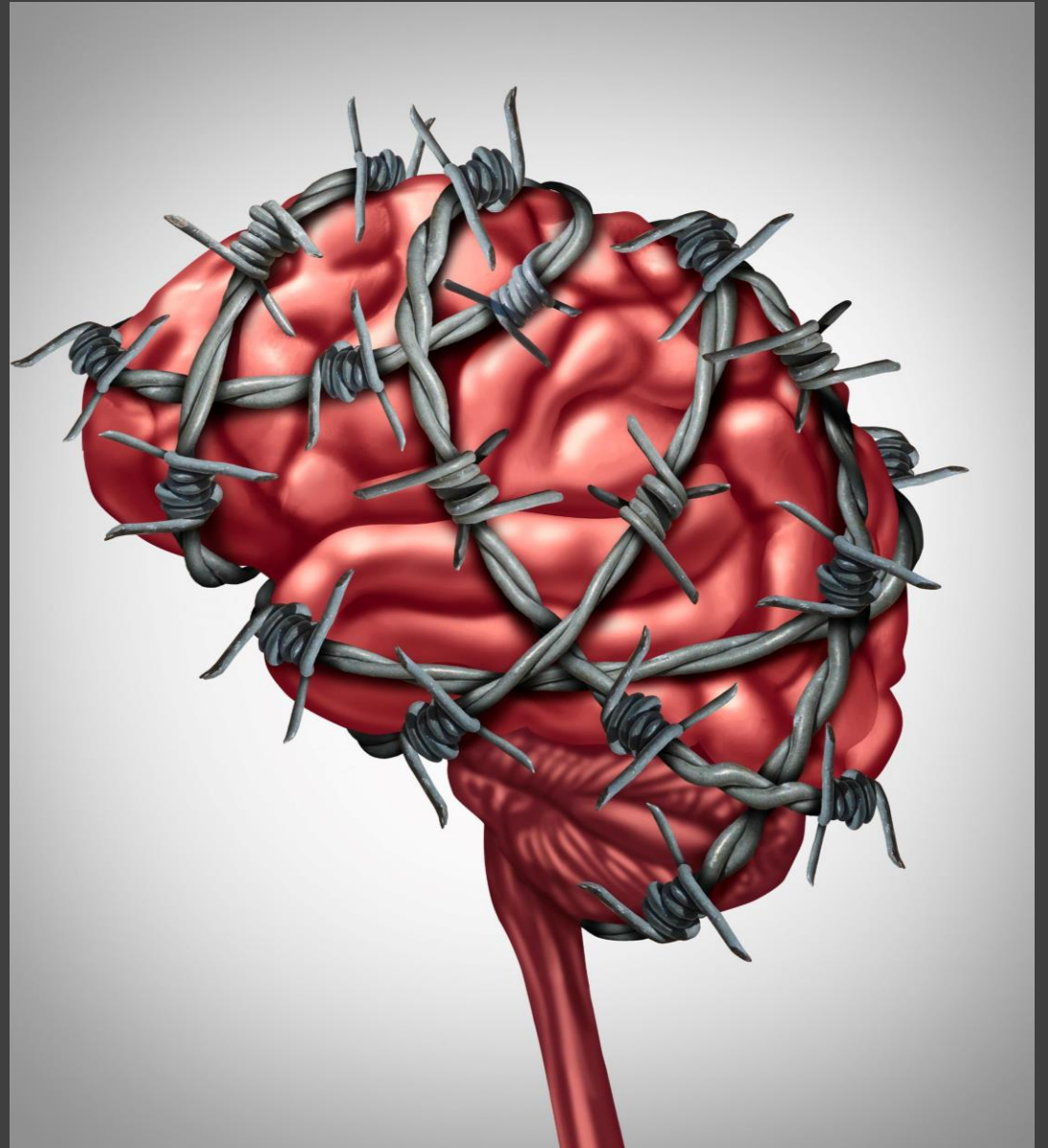




sentis

Plasticity & Change

- Epigenetics and neurobiology support habits and behaviors
- Neuroplasticity – changes in neuropathways due to changes in environment, behavior, thinking, feeling and experience
- Old habits and unhealthy behavior can change with focus



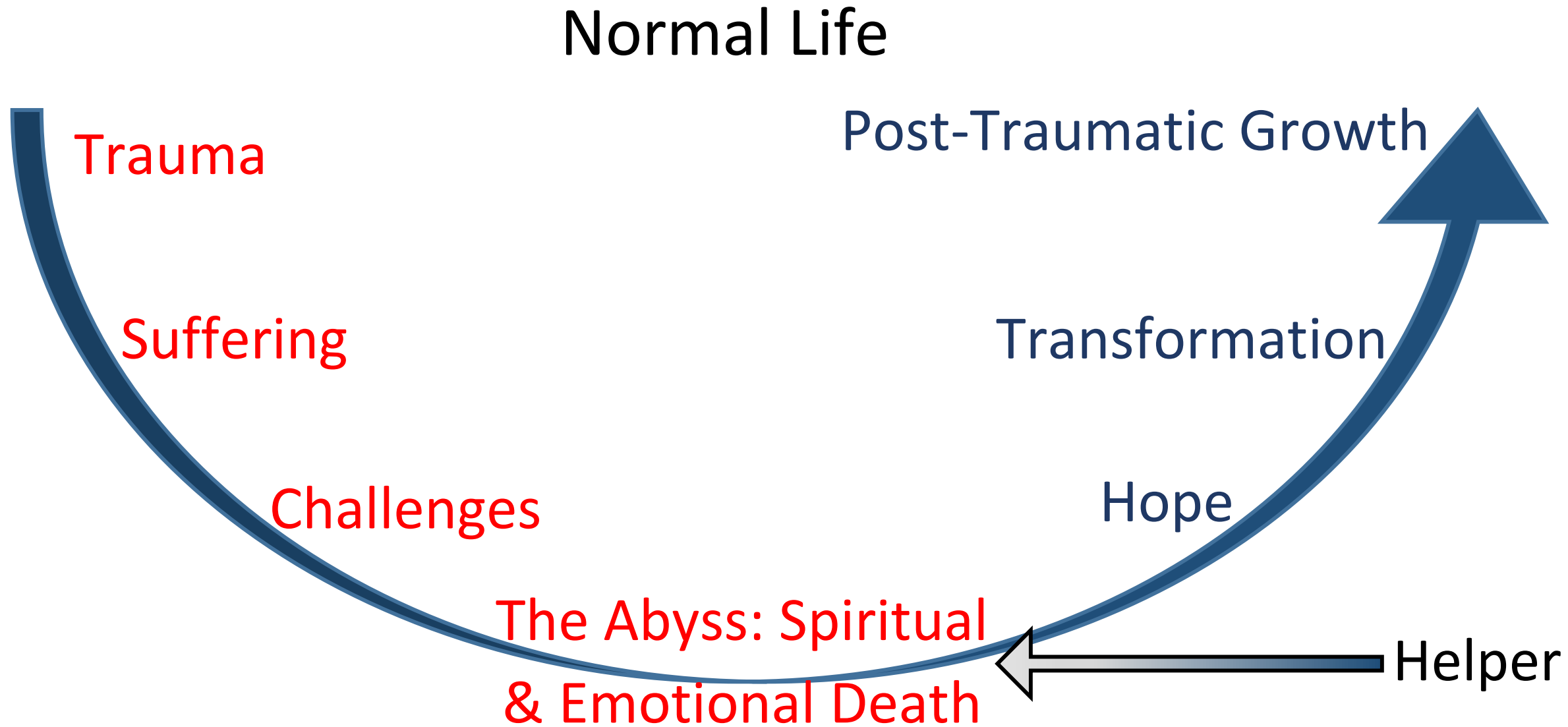
Ambivalence

- Ambivalence
 - Wanting more than one thing at the same time
 - The desired things are incompatible with each other
- Discrepancies are the differences between desired states and current reality
- Cognitive dissonance is a type of eustress, or good stress
 - Push: Discontented with the status quo, and/or
 - Pull: Unrealized opportunity to better a situation
- When stress becomes too great, people look for paths to resolve discrepancies

Motivational Interviewing Hill



The Journey to Post-Traumatic Growth



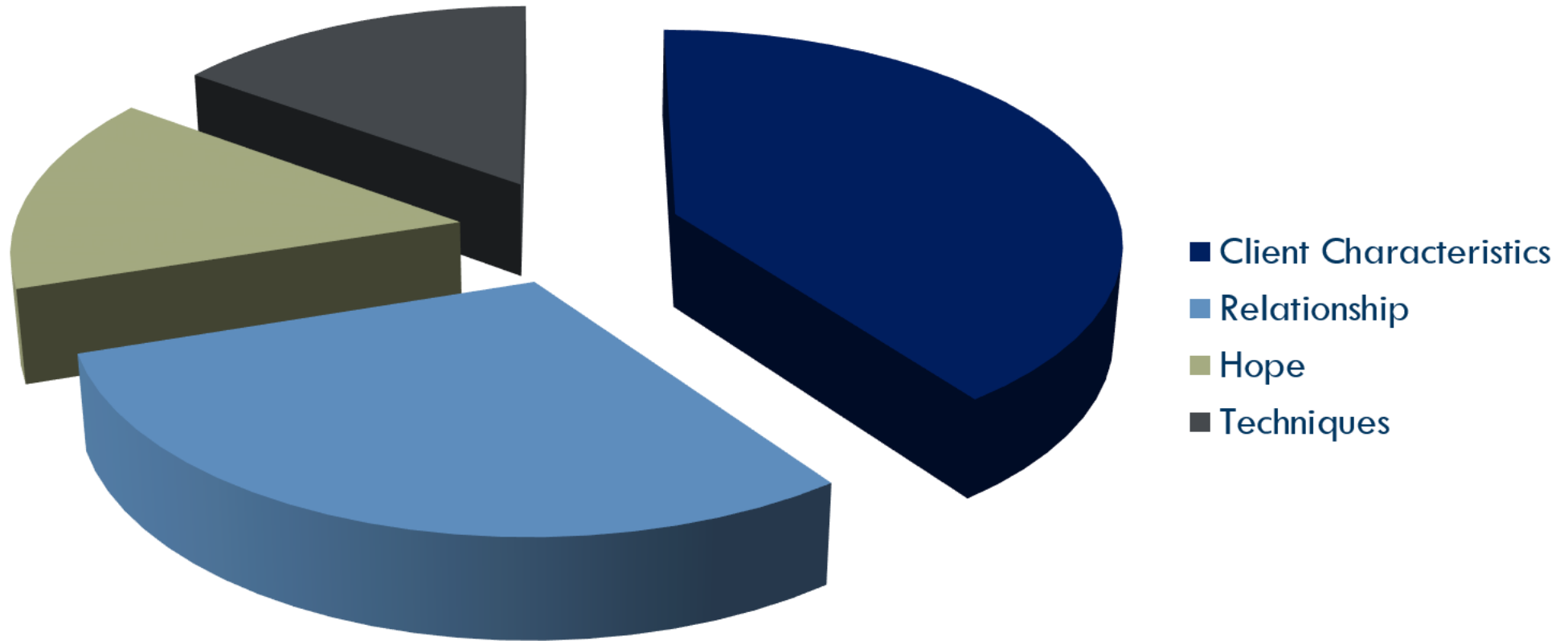


“Recovery can take place only within the context of relationships; it cannot occur in isolation. In her renewed connections with other people, the survivor re-creates the psychological faculties that were damaged or deformed by the traumatic experience.”

– Judith Herman

Relationships

Determinants of Successful Client Outcomes



Healing Relationships

Empathy is the foundation of trust: “An ability to understand another’s frame of reference and the conviction that it is worthwhile to do so”
Miller & Rollnick

Trust:

- Assured reliance on the character, ability, and strength of the helper in whom confidence is placed
- Promotes a neuroception of safety (i.e. psychological safety)

Trustful helping relationships trigger the release of oxytocin

- Brings on feelings of contentment, calm, and safety
- Increases opportunity for insight: Reflection on thinking, behavior, and emotions

Activating Healing Biology



Healing Relationships

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Trustful helping relationships trigger the release of oxytocin

- Brings on feelings of contentment, calm, and safety
 - Increases opportunity for insight: Reflection on thinking, behavior, and emotions
-
- Lack of trust triggers release of dihydrotestosterone (DHT)
 - Increases the likelihood of traumatic triggers
 - More likely to become anxious

THE TIMI STRUCTURE

1. Assess stress level
2. Establish a shared agenda –
Identify change
3. Importance ruler



The Importance Ruler

- Goals
 - Elicit preparatory change talk – change talk predicts change
 - Increase the importance the change holds for the person
 - Increase person's self-confidence in their ability to make the change
- On a scale from 1 to 10 with 1 being not at all important and 10 being extremely important: *How important is it for you to make this change?*
- On a scale from 1 to 10 with 1 being not at all confident and 10 being extremely confident: *How confident are you that you could make this change?*

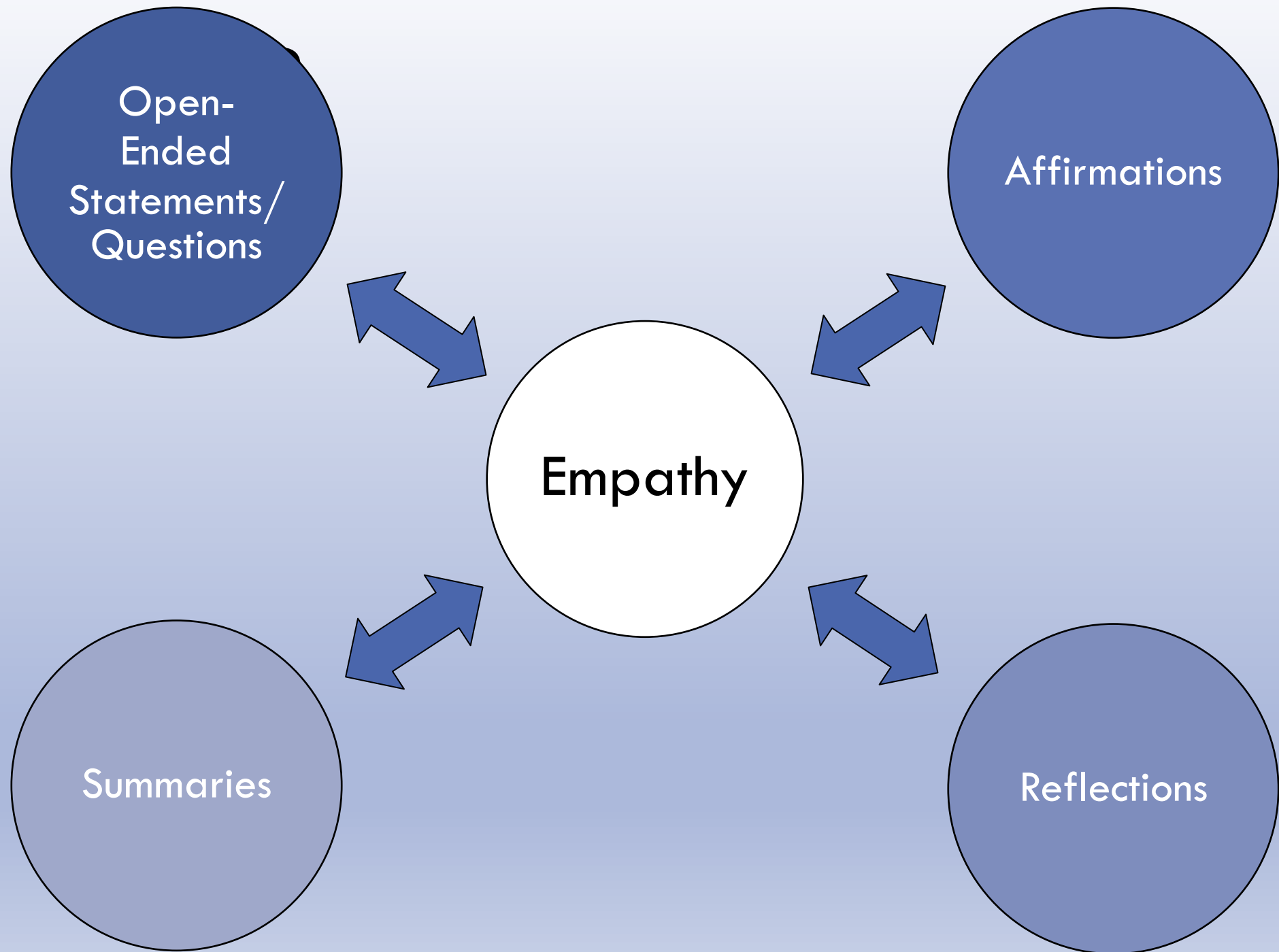
Following Importance Ruler Questions

- You: “On a scale from 1 to 10, with 1 being not at all confident and 10 being extremely confident, how confident are you that you could maintain adherence?”
- Person: “3”
 - You: “Tell me why you at 3 and not a 1.”
 - You: “I wonder what it would it take for you to go from a 3 to, say, a 5.”
- Person: “1”
 - You: “I’m interested in what it would take for you to go from a 1 to say a 2 or 3.”

THE TIMI STRUCTURE

1. Assess stress level
2. Establish a shared agenda –
Identify change
3. Importance ruler
4. OARS to explore







INTERVIEW #13: EXAMPLE WITH A QUIET CLIENT

TRIGGER WARNING!

Open-Ended Statements & Questions

- Open vs. Closed
 - “Do you currently have a job?”
 - “Tell me about your employment history over the last several years.”
- 1:2 Ratio: One question for every two statements, affirmations, reflections, or summaries

Open-Ended Statements and Questions

- Questions are more likely to elicit defensive responses than statements
 - “How did your therapy appointment go last week?”
 - “I’ve been interested how your therapy appointment went last week.”
- Questions to statements
 - Tell me more about...
 - I’m interested in...
 - I’ve been curious about...

Reflections

- An educated guess on what the person is communicating
- Statement of understanding
 - Ensures you are on the same page with the person
 - Okay if you are right or wrong
- Simple reflection – words
- Complex reflection - meaning

Simple Reflections

- Person: “I’ve tried quitting in the past, but it is so hard when all my friends and family use around me.”
- You: “You’ve tried to quit in the past.”
- You: “It is hard when friends and family use around you.”

Complex Reflections

- Person: “I’ve tried quitting in the past, but it is so hard when all my friends and family use around me.”
- You: “Your friends and family make it difficult to live the life you want.”
- You: “It seems there are obstacles that have prevented you from reaching your goal and sobriety is something that has been important to you.”

Ambiguity Mirror

- Reflects back what the person is saying so they can hear their own thinking and ambivalence
 - Reflect the sustain talk first, then the change talk
 - Connect with “and” instead of “but”
 - “It sounds like continuing to use heroin is important, but you risk losing your children because of it”
 - “I’m hearing that you might not be ready to quit using heroin, and that it is also important for you to keep custody of your children”

Summaries

- Reflections that bring together several things the person has stated
- Effective methods for
 - Ending conversation
 - Transitioning to other topics

Affirmations

- “To affirm is to recognize and acknowledge that which is good, including the individual’s inherent worth as a fellow human being. To affirm is also to support and encourage.”
- Bring positive energy into the relationships and conversation
- Builds self-efficacy around their ability to change



Hope: Resetting Personal Narratives

Anticipation of a better future and ceasing of current pain and suffering activates the reward centers of the brain: Endorphin, Dopamine and Serotonin

Role of helper: If trust is established oxytocin (key to bonding) is also released, increasing sensitivity of the brain's natural opioid system to endorphins

Growth Mindset & Motivation

“This growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts. Although people may differ in every which way...they believe that a person’s true potential is unknown (and unknowable); that it’s impossible to foresee what can be accomplished with years of passion, toil, and training.”

-Carol Dweck



From Victim to Hero

Fixed Mindset

- Focused on being judged
- Trauma/situation bigger than self
- Increased depression/anxiety in face of hardship
- Belief that they are inferior
- Missed opportunities for growth and development

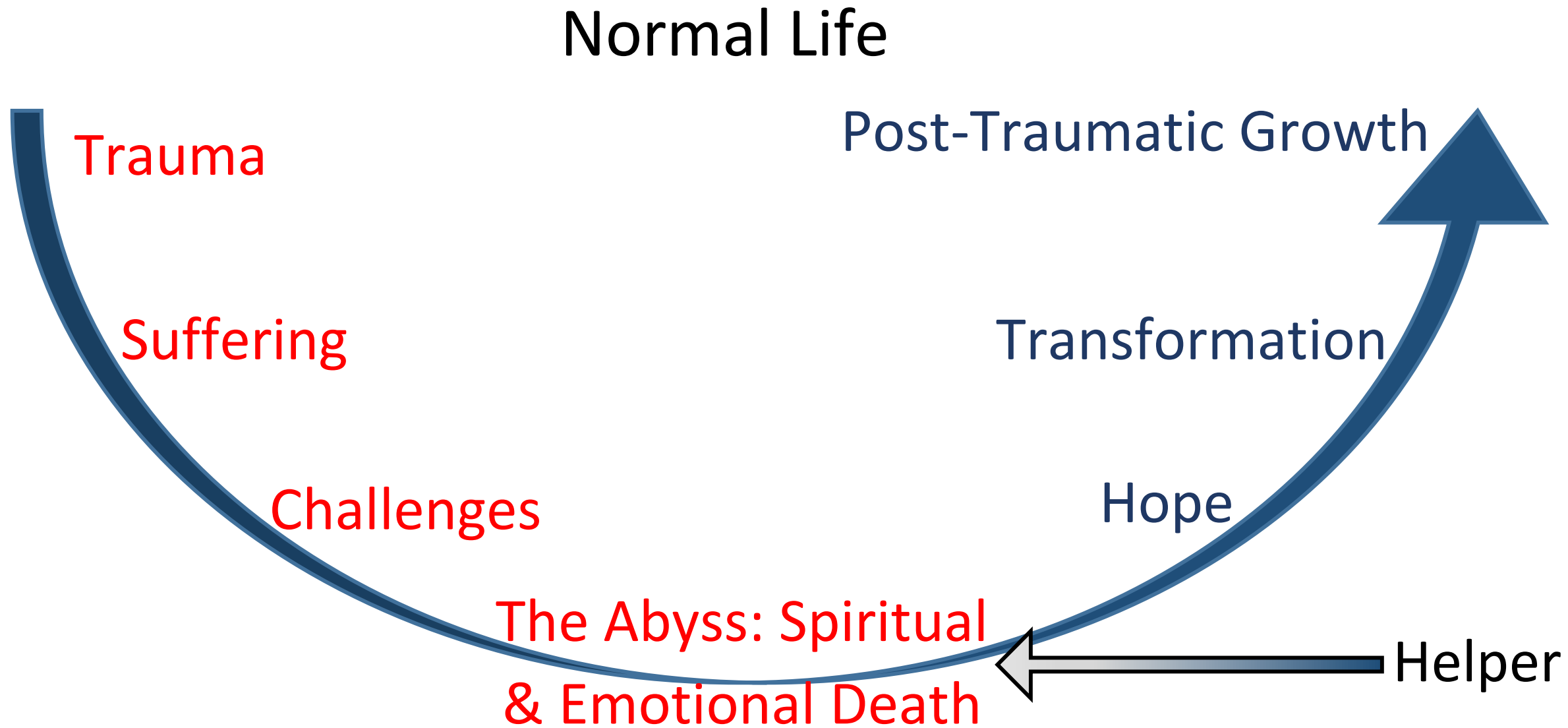
Growth Mindset

- Focused on improvement
- Increased motivation in face of hardship
- Understand they have power in their outcomes
- Start taking on larger challenges




INTERVIEW #1: BRINGING THE PIECES TOGETHER

The Journey to Post-Traumatic Growth




Elicit – Provide – Elicit

Creating focus in the roles of partner and expert



Elicit Provide Elicit

- Ask permission
 - Minimizes lecturing
 - Empowering and staying on the same page
- Explore client's knowledge
 - Craft message around knowledge
 - Correct inaccurate knowledge



Elicit Provide Elicit

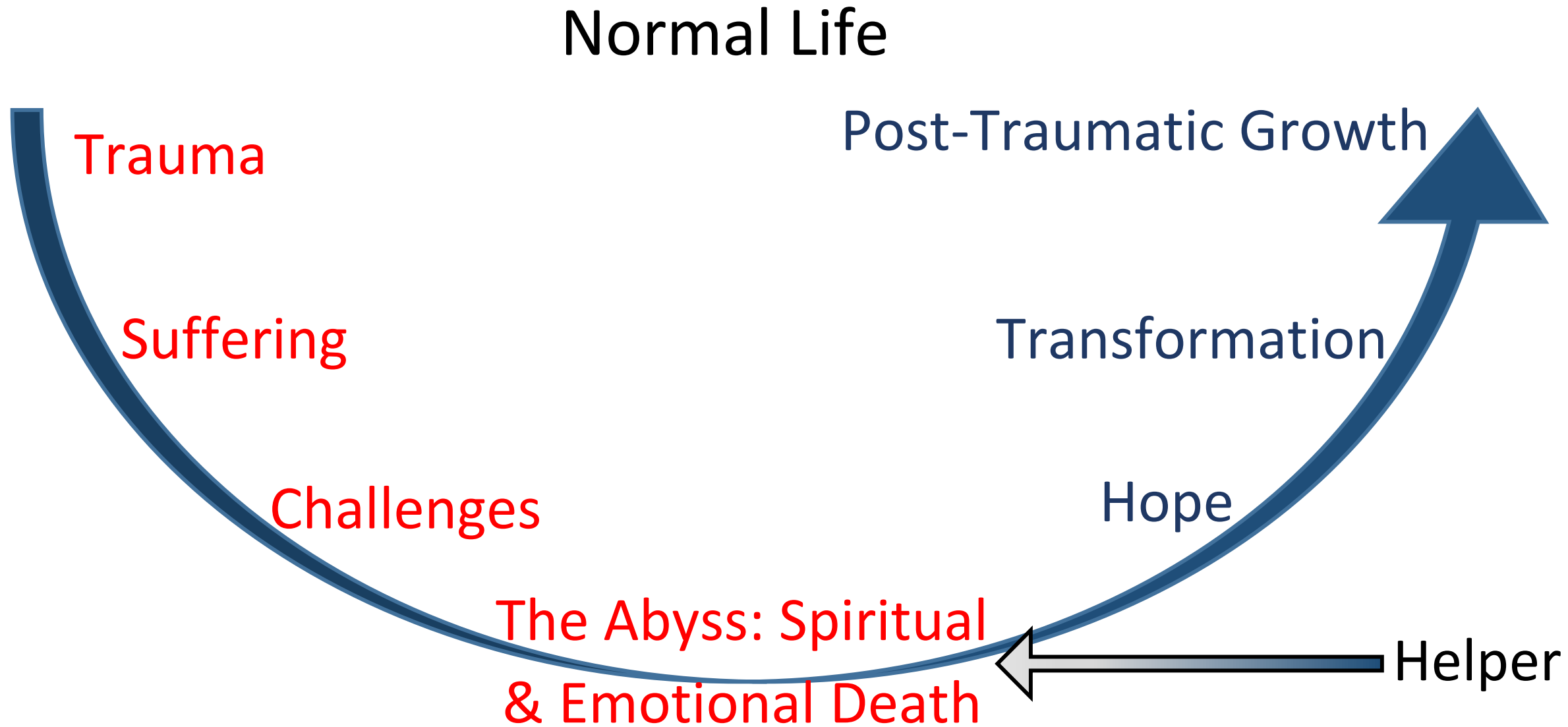
- Present information clearly and in small manageable amounts
- Support autonomy
- Menu of Options
 - Identify options for future actions
 - Give at least three options
 - Avoid the righting reflex
 - Don't give too many options

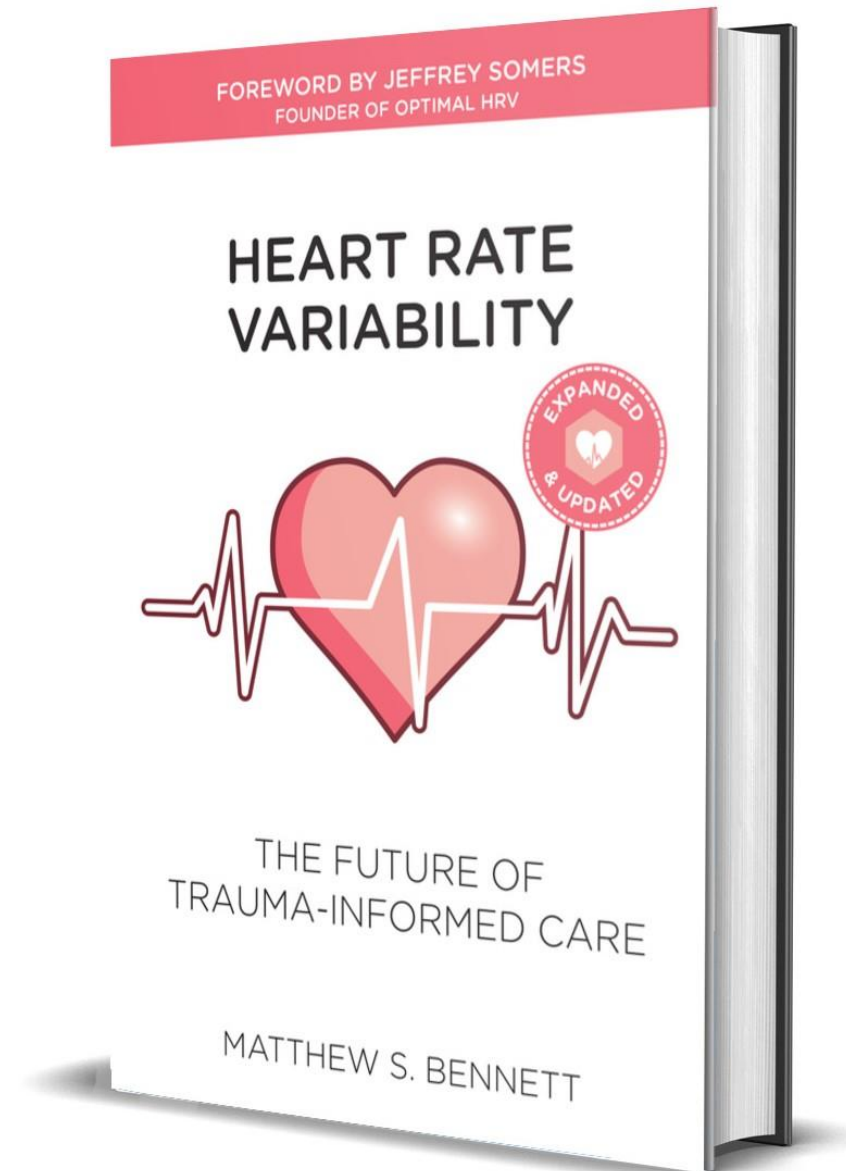


Elicit Provide Elicit

- Ensure that the person understands the information or advice
- Clarify and answer the person's questions
- Discuss the person's reaction to the information or advice

The Journey to Post-Traumatic Growth





MATT BENNETT, MA, MBA

- matt@optimalhrv.com
- Keep Learning: Get a free book at optimalhrv.com
- Thank you for all your work!