

CONNECTING PARADIGMS

A TRAUMA INFORMED & NEUROBIOLOGICAL FRAMEWORK FOR
MOTIVATIONAL INTERVIEWING IMPLEMENTATION



MATTHEW S. BENNETT

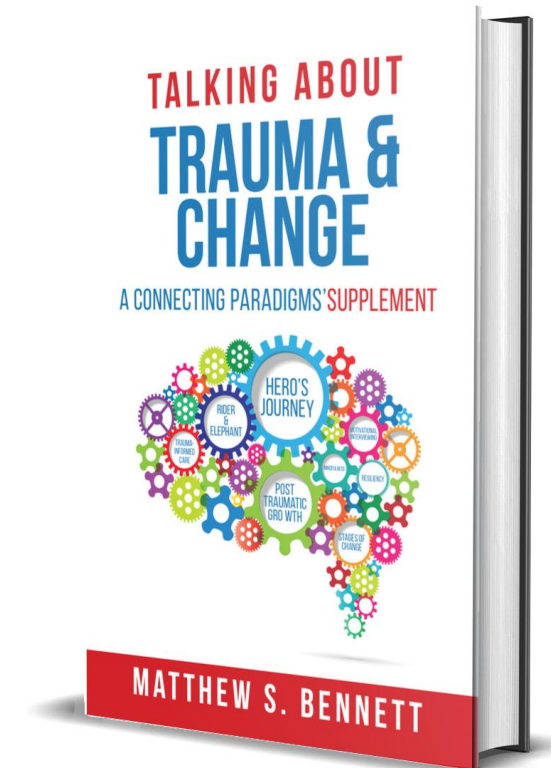


Connecting Paradigms: Trauma-Informed Motivational Interviewing

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



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FOURTH EDITION

MOTIVATIONAL INTERVIEWING

HELPING PEOPLE CHANGE AND GROW

**William R. Miller
Stephen Rollnick**

“Motivational Interviewing is a particular way of talking with people about change and growth to strengthen their own motivation and commitment.”

- Miller & Rollnick

The Journey to Change & Post-Traumatic Growth

Normal Life

Post-Traumatic Growth

Trauma

Suffering

Challenges

Transformation

Hope

The Abyss: Spiritual
& Emotional Death

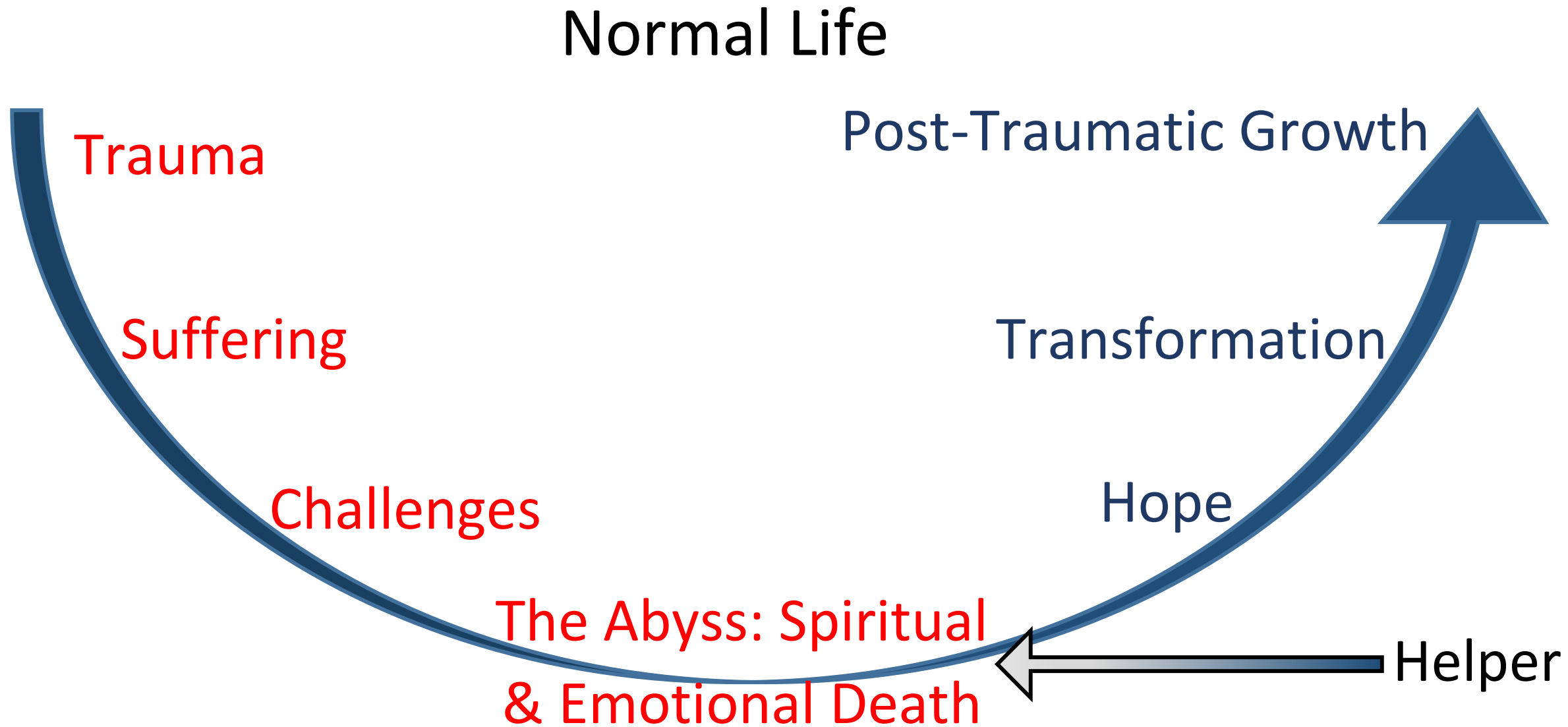
Helper

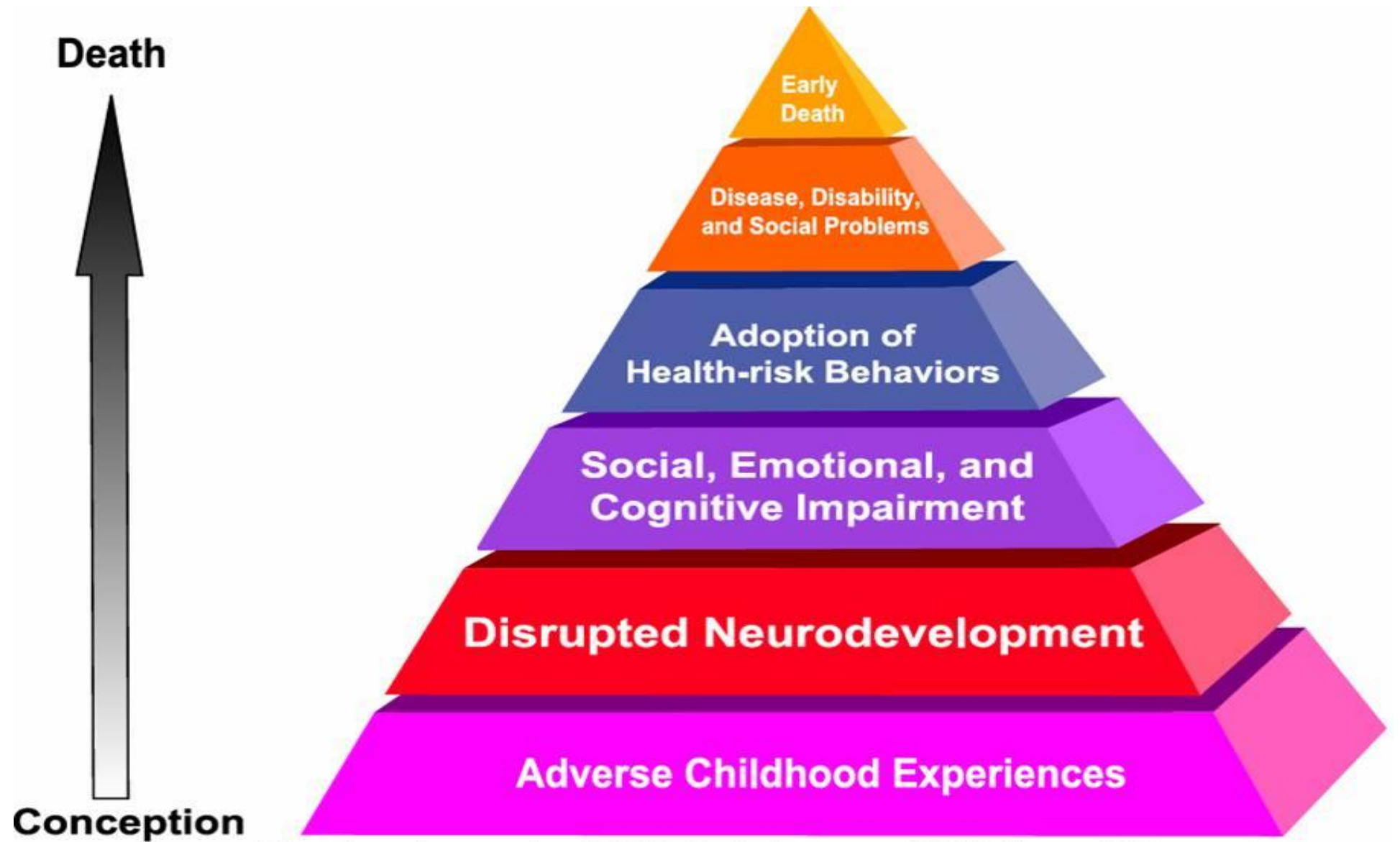


Which one would you take?



The Journey to Post-Traumatic Growth





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

Defining Trauma

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

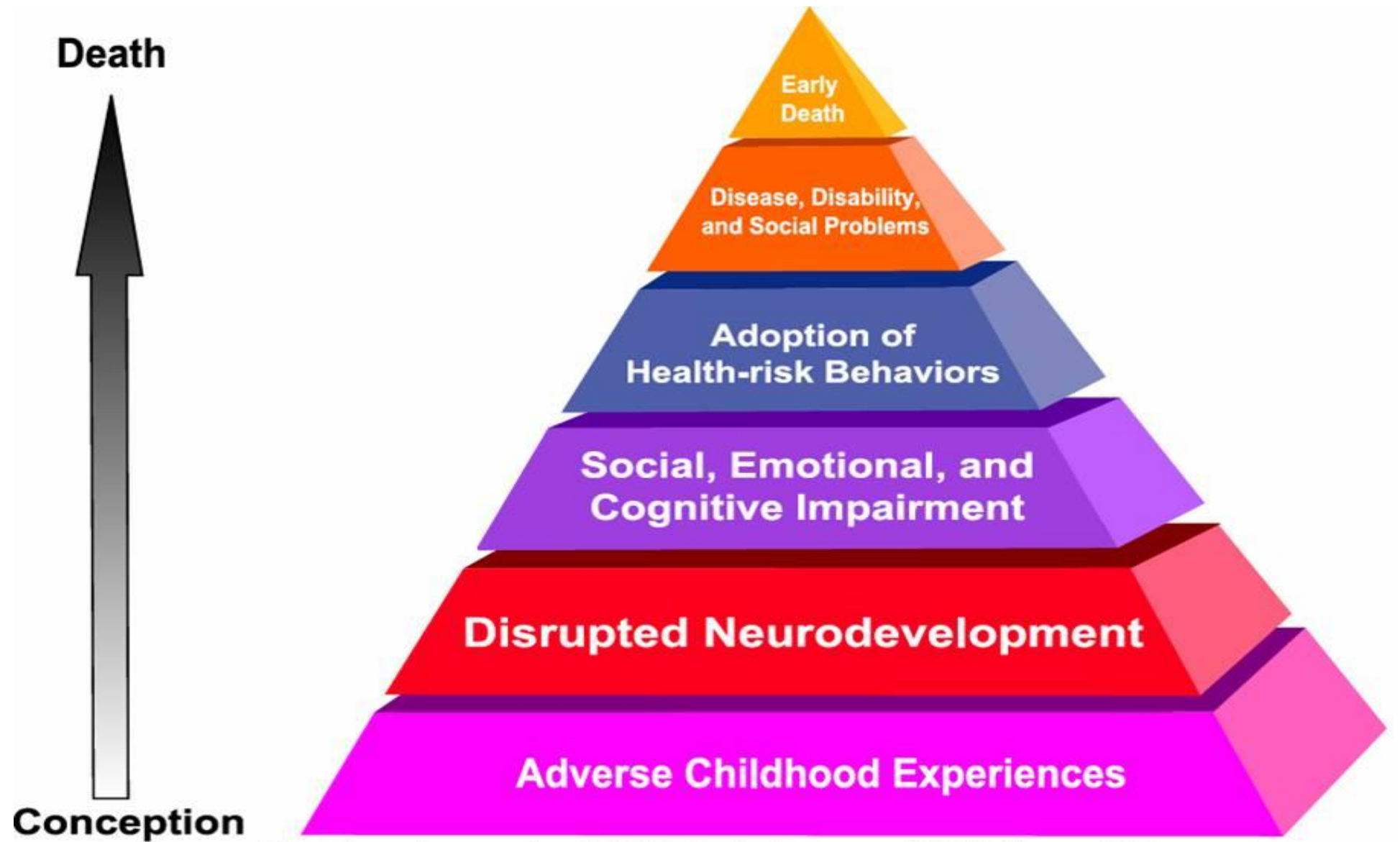
Chronic Trauma: Living in high stress environment and in the shadow of the threat of traumatic events occurring at any time

Complex/Compound Trauma: Combination of traumatic events and/or chronic trauma occurring over an extended period

BREAK OUT GROUPS

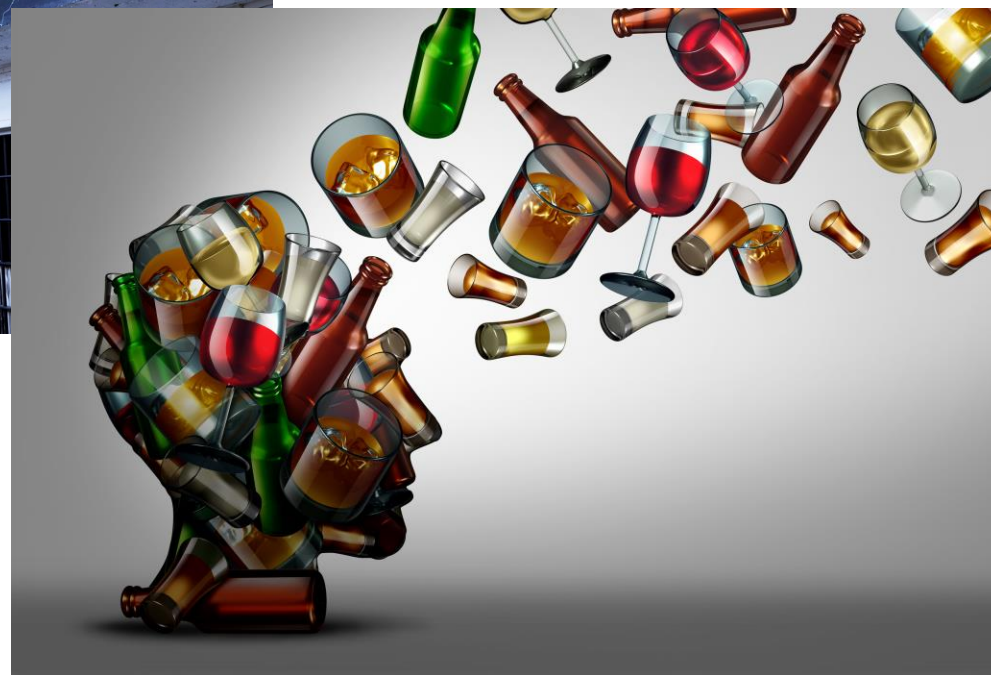
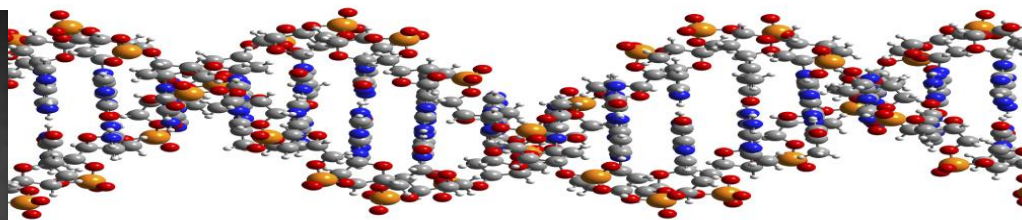
Introduce yourselves!

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

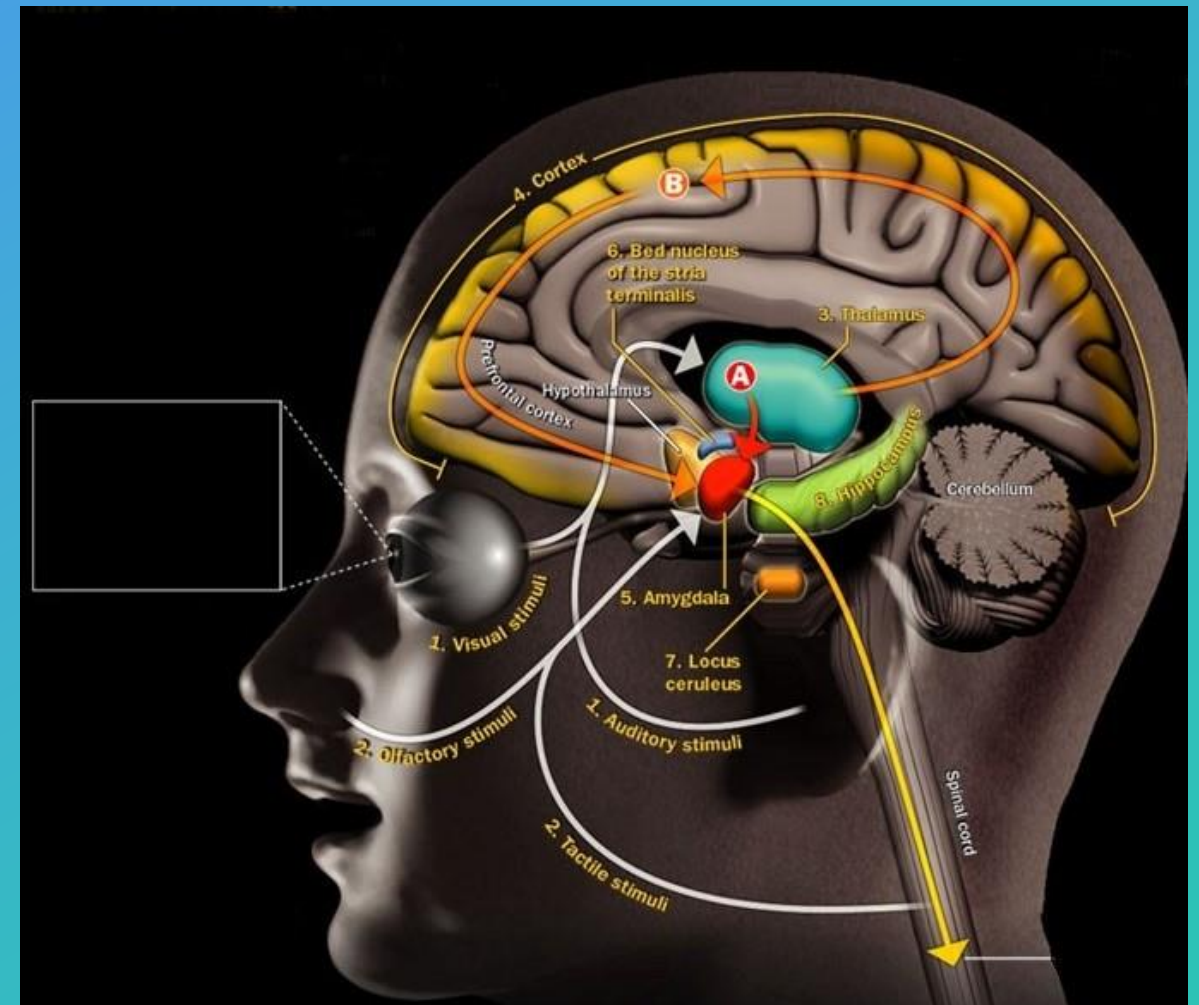


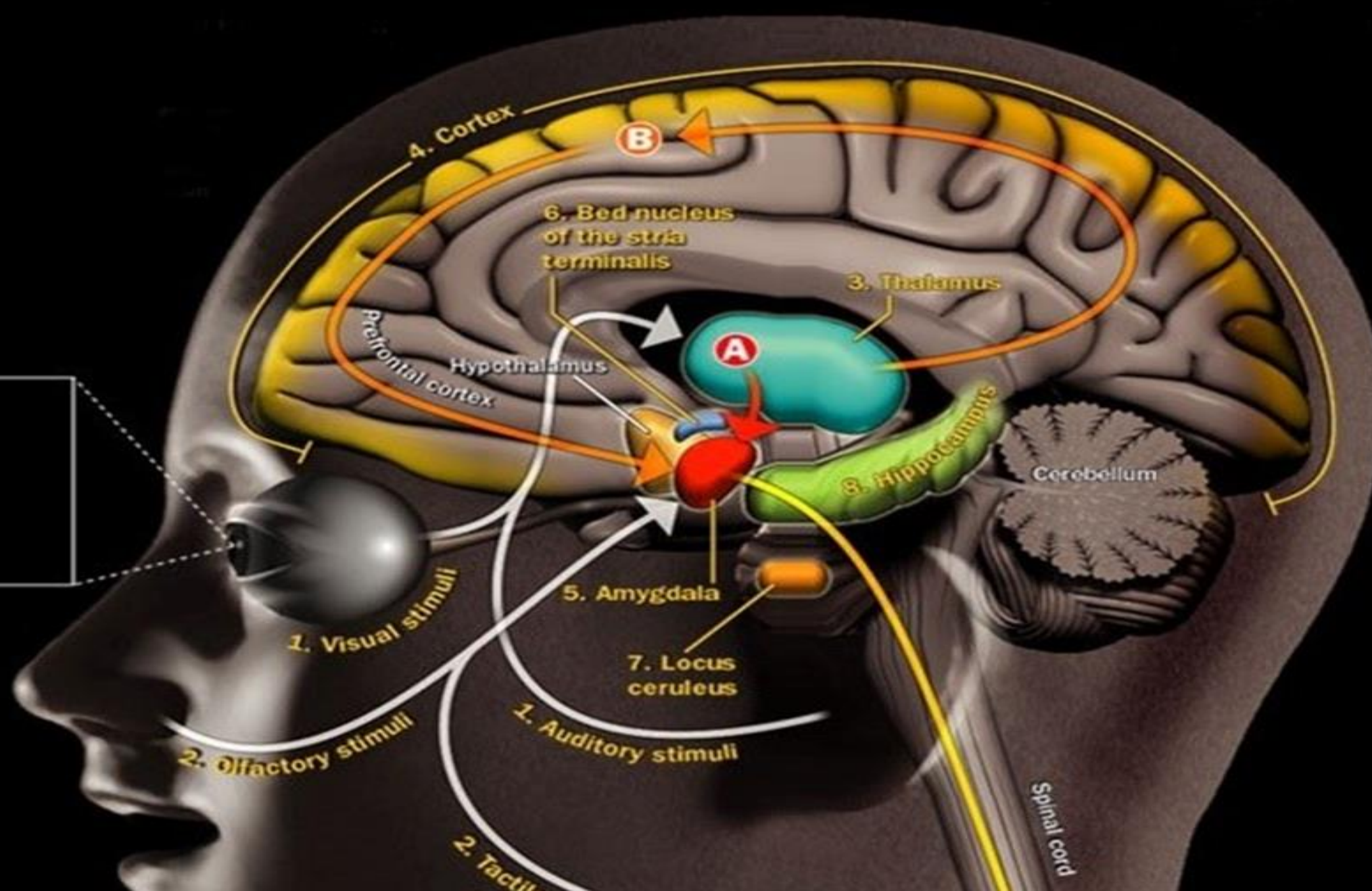
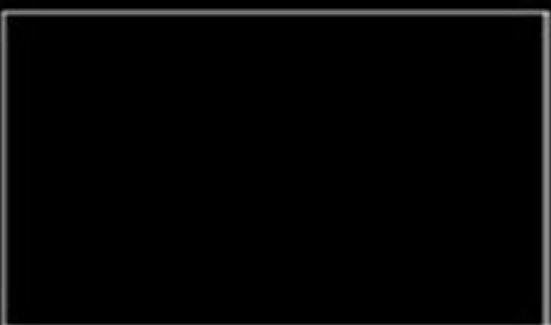
Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan

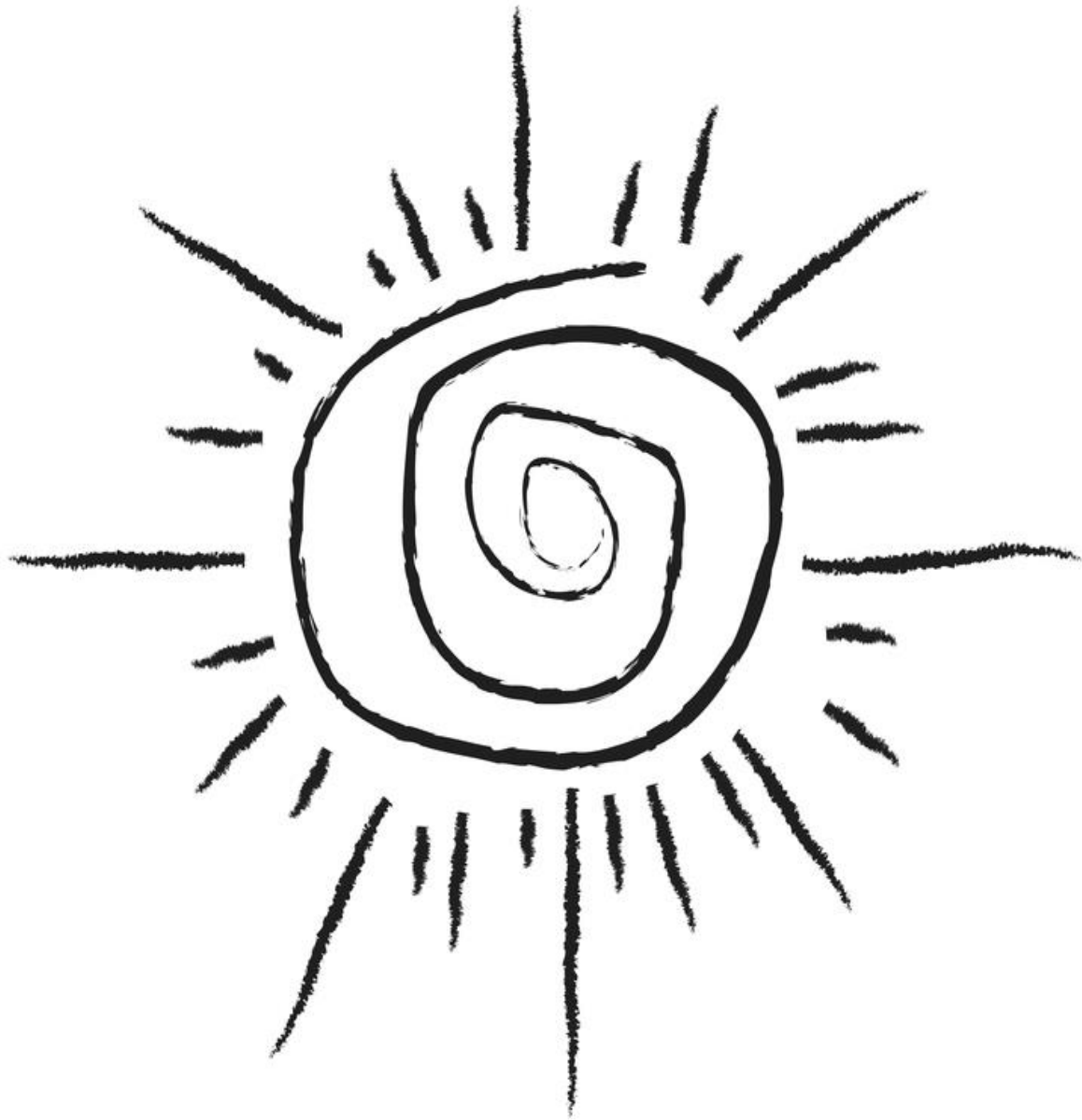
Trauma, Epigenetics, & Behavior



TRAUMA, NEUROBIOLOGY, & BEHAVIOR

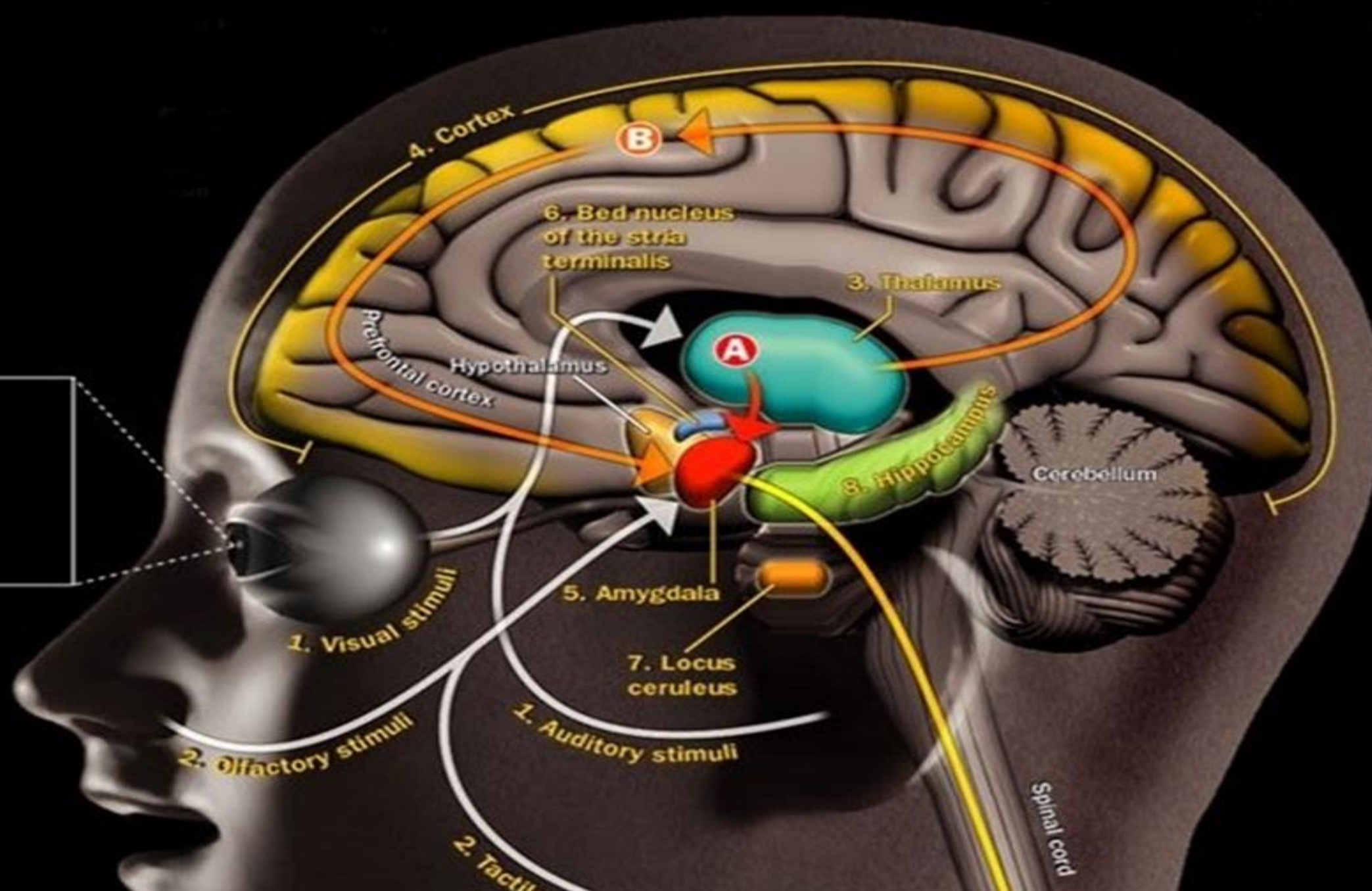
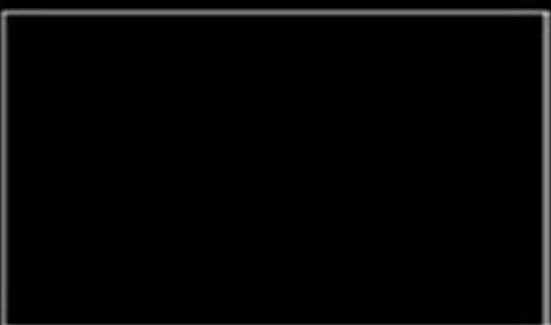






SOLER

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



WINDOW OF TOLERANCE

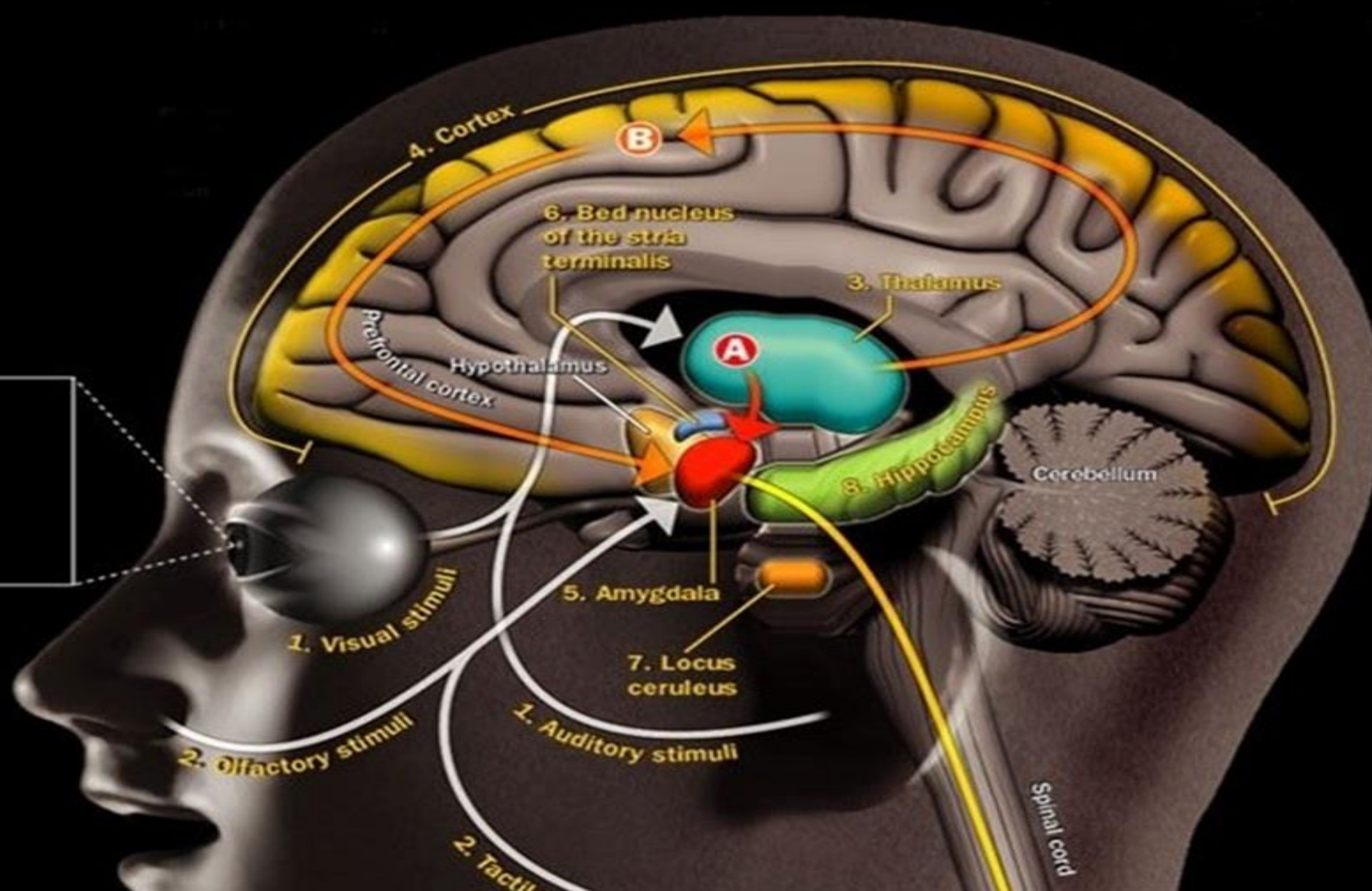
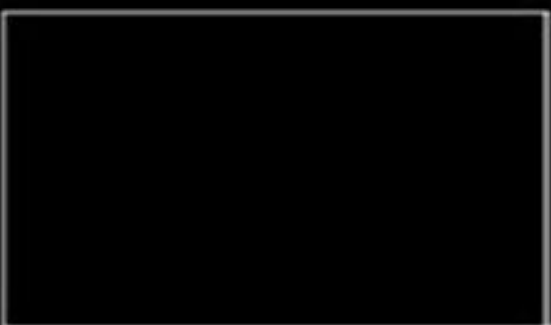
Flight – Fight – Freeze

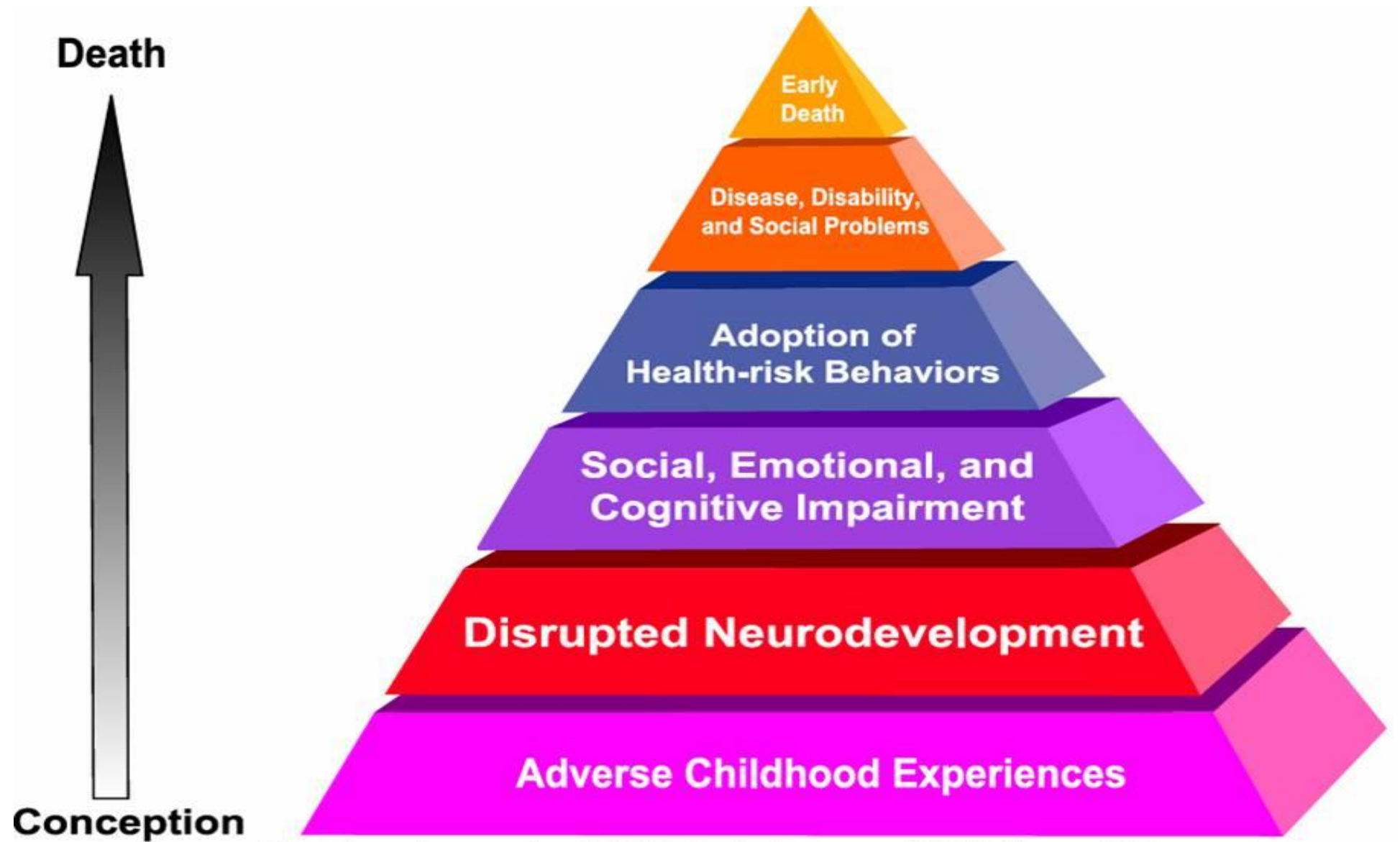
Rigidity

Chaos



Window of 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

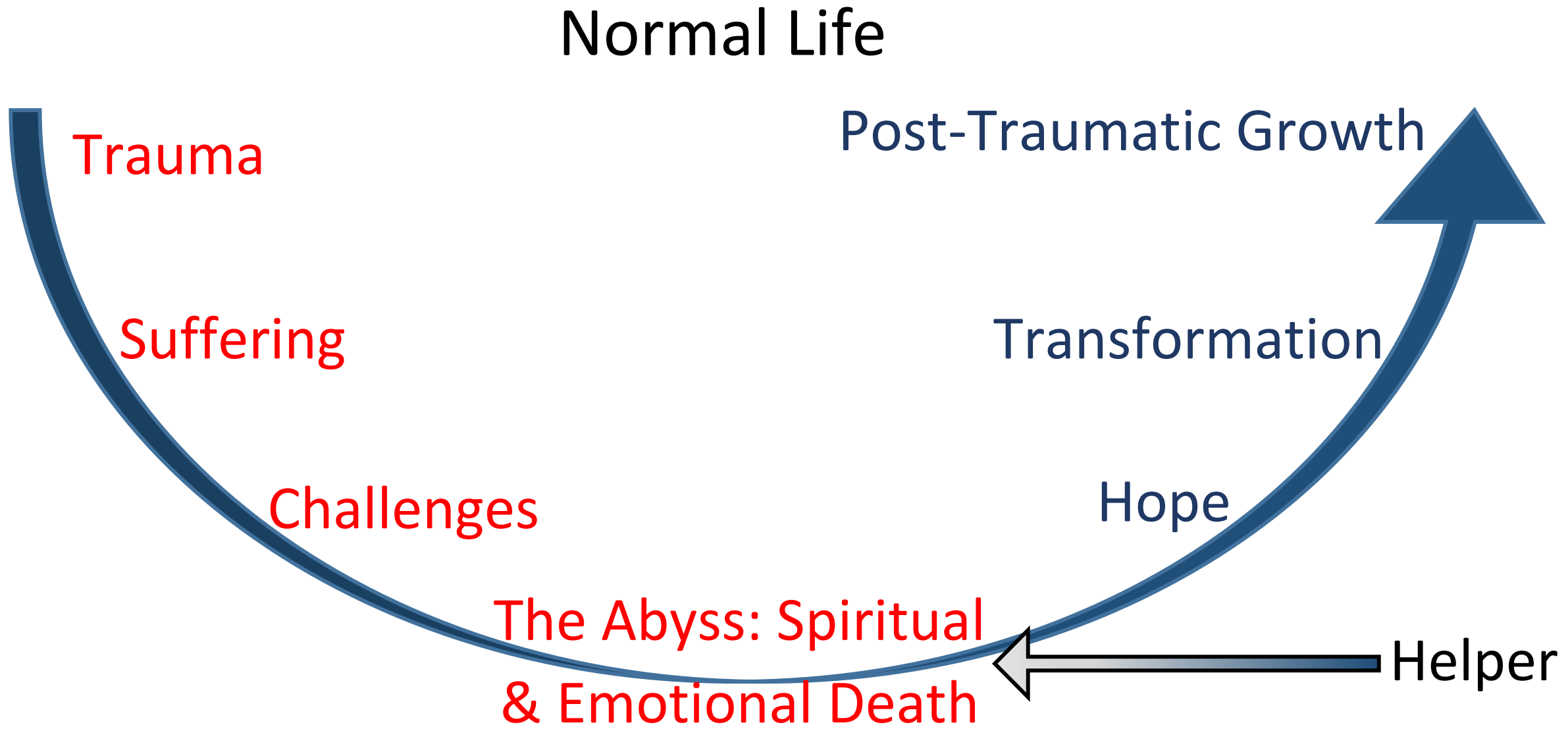
Health Conditions

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

Social

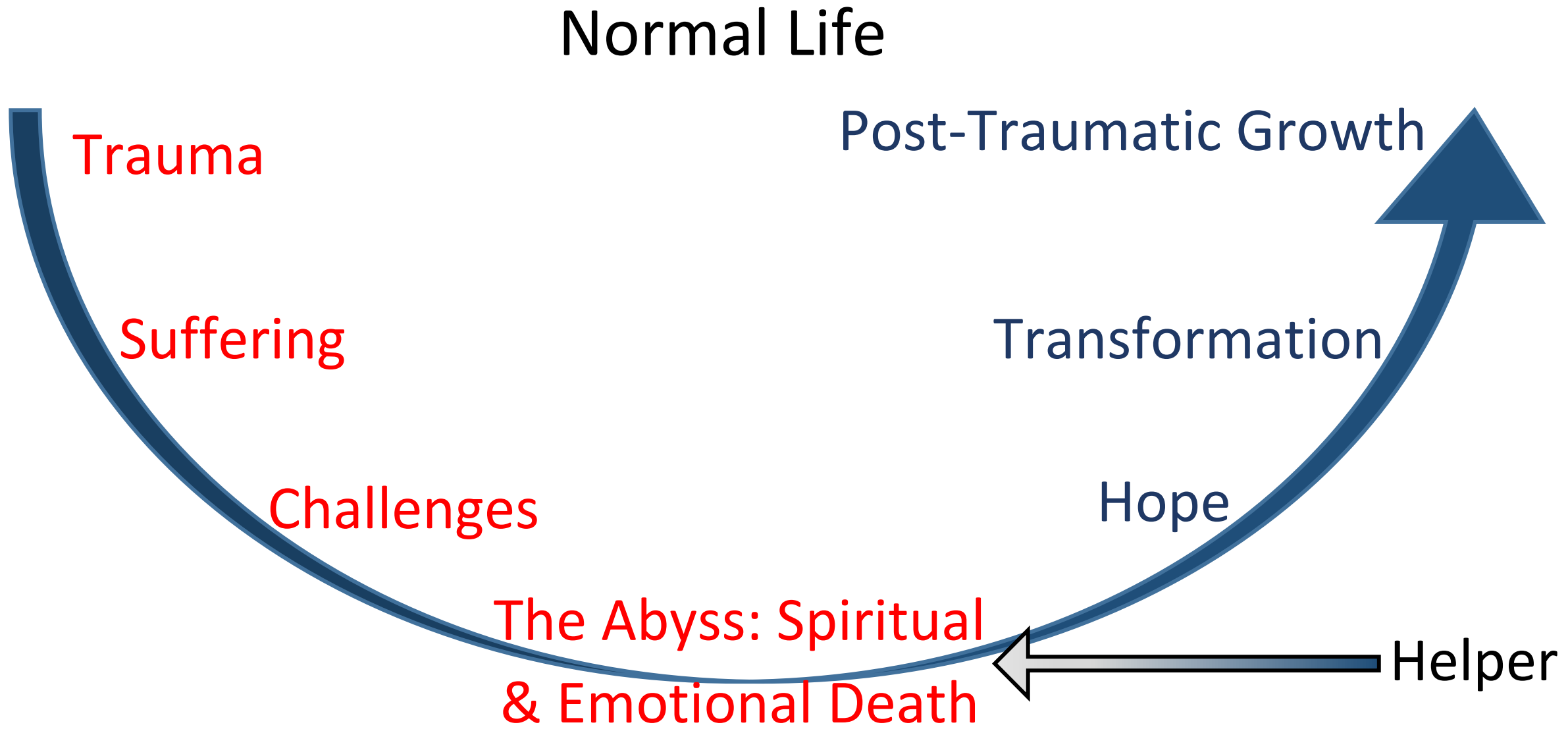
- Trouble interpreting emotional signals
- **Difficulty trusting others⁺**
- Lack of empathy
- Inability to cooperate with others
- Poor boundaries
- Premature sexual maturity & activity
- Sexually transmitted infections
- Unintended pregnancies
- Low social intelligence
- Intimate partner violence
-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

The Journey to Post-Traumatic Growth



Spirit of Motivational Interviewing

The Journey to Post-Traumatic Growth



Spirit of MI

Partnership

Acceptance

Compassion

Empowerment

Matt's
Spirit of MI

HARM REDUCTION!

Partnership

Acceptance

Compassion

Empowerment

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
 - Ask – Offer - Ask
- Clear expectations

Acceptance

- Worth
 - Unworthiness and shame immobilizes people
 - Change means someone feels they're worthy of improvement
 - Help the person separate the problem from their identity
- Autonomy - Acknowledging freedom of choice increases possibility for change
- Avoid the Fixing Reflex

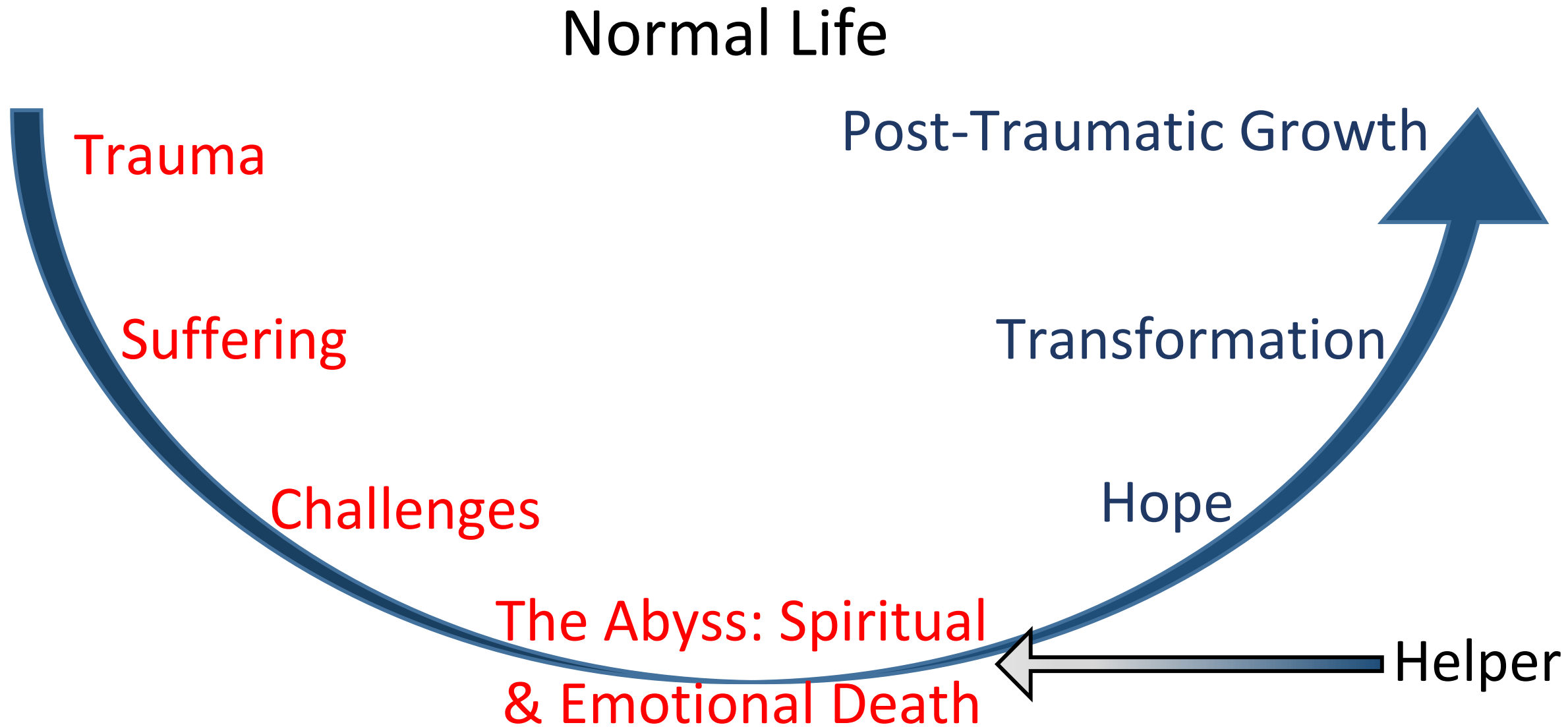
Compassion

- Decrease stress whenever possible
- Avoid retraumatization triggers
 - Policies
 - Procedures
- Be predictable
- Slow down
- Support works better than confrontation

Empowerment

- The person is the expert on themselves and their situation
- 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 Journey to Post-Traumatic Growth



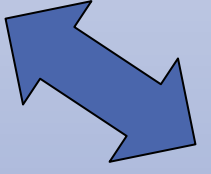
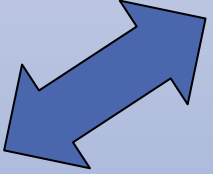
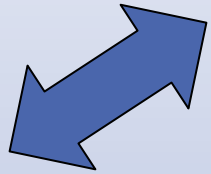
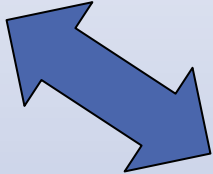
Open-
Ended
Statements/
Questions

Affirmations

Empathy

Summaries

Reflections





INTERVIEW #13:
EXAMPLE WITH A QUIET
CLIENT

TRIGGER WARNING!

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

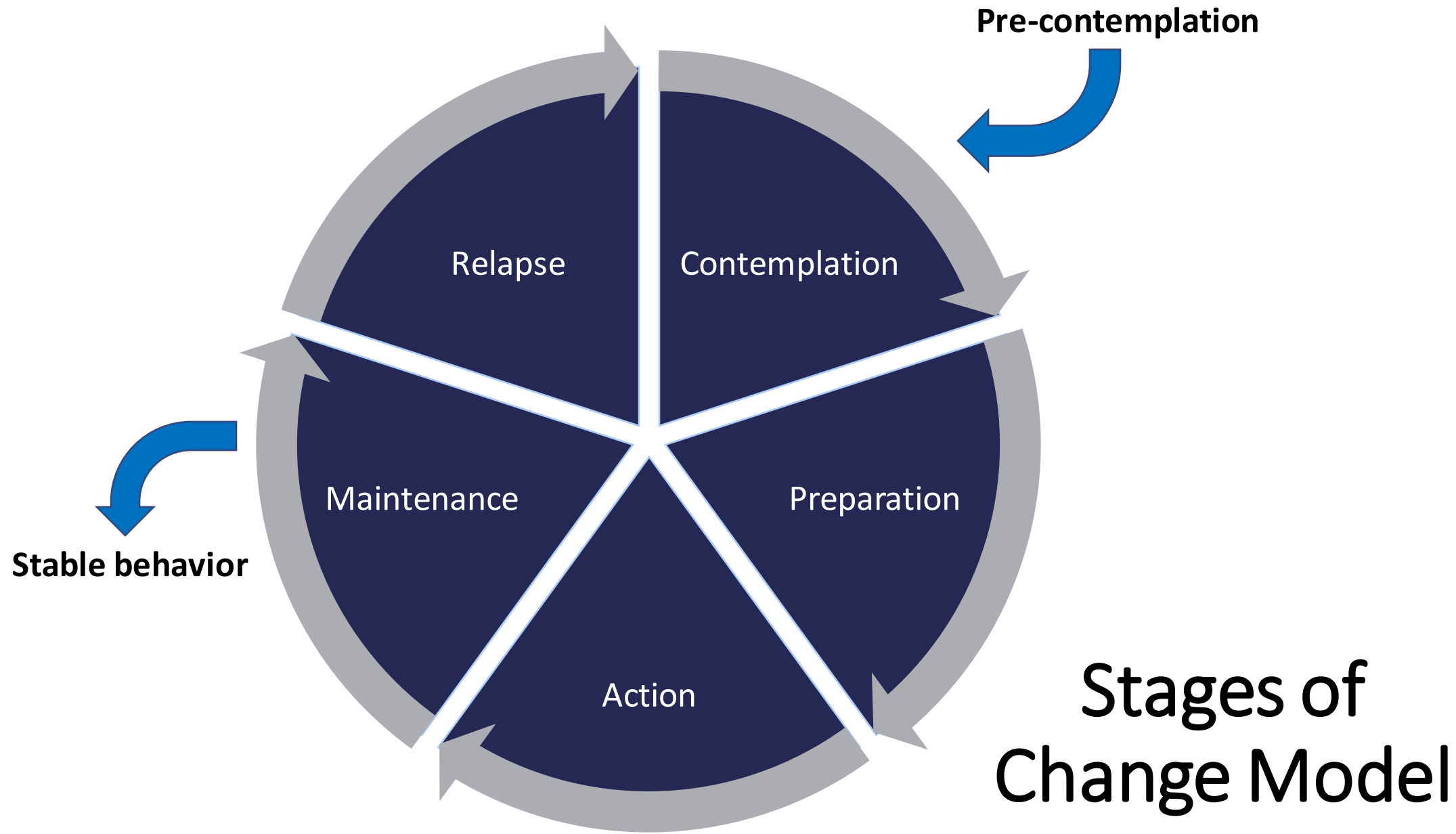
THE TIMI STRUCTURE

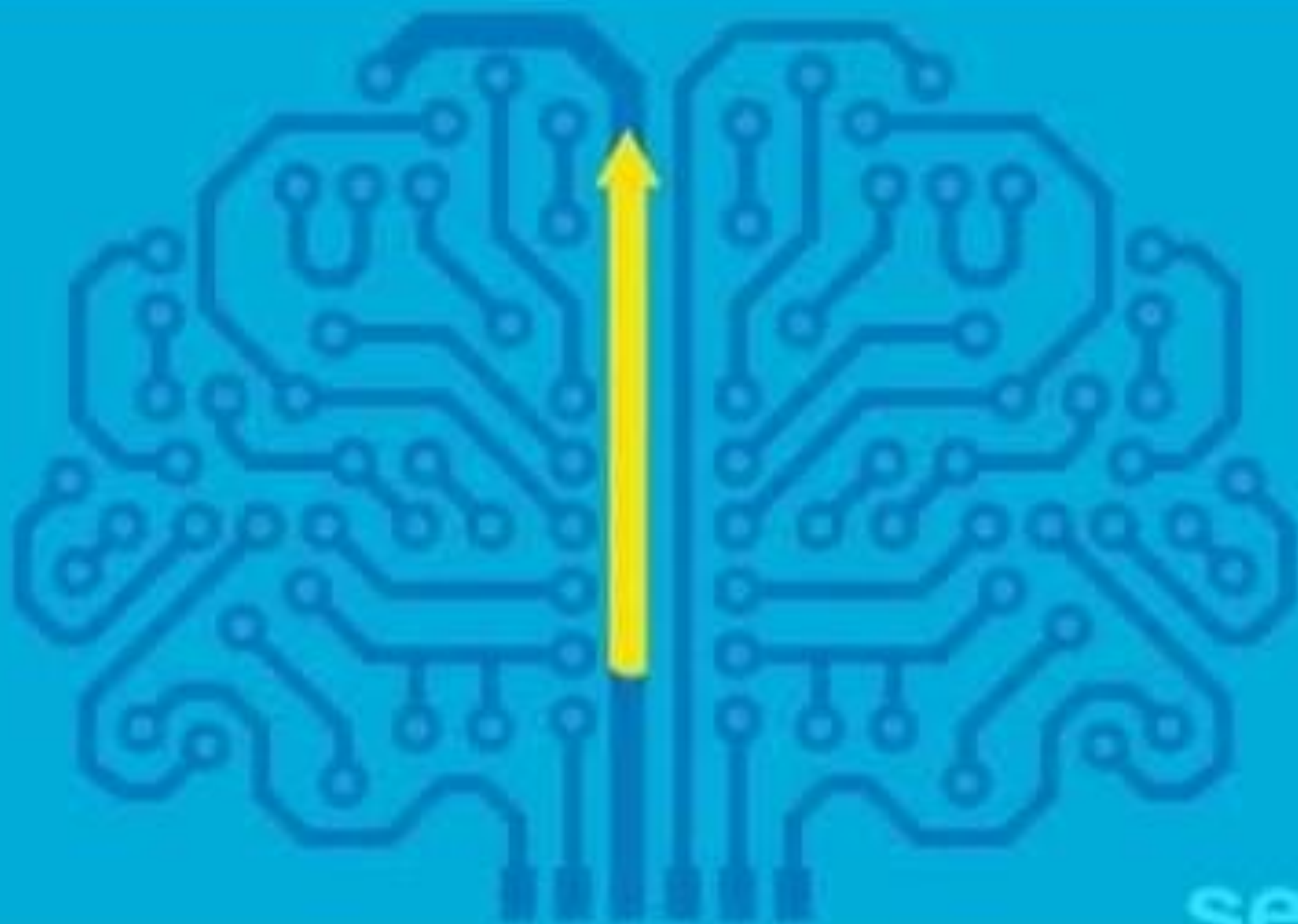
1. Assess stress level
2. Establish a shared agenda –
Identify change



Creating Focus







sentis

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

Motivational Interviewing Hill



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 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 sobriety?”
- Person: “3”
 - You: “Tell me why you are at 3 and not a 1.”
 - You: “I wonder what it would take for you to go from a 3 to, say, a 4 or 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



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...
 - Help me understand...
 - I would love to know more about...

Reflections

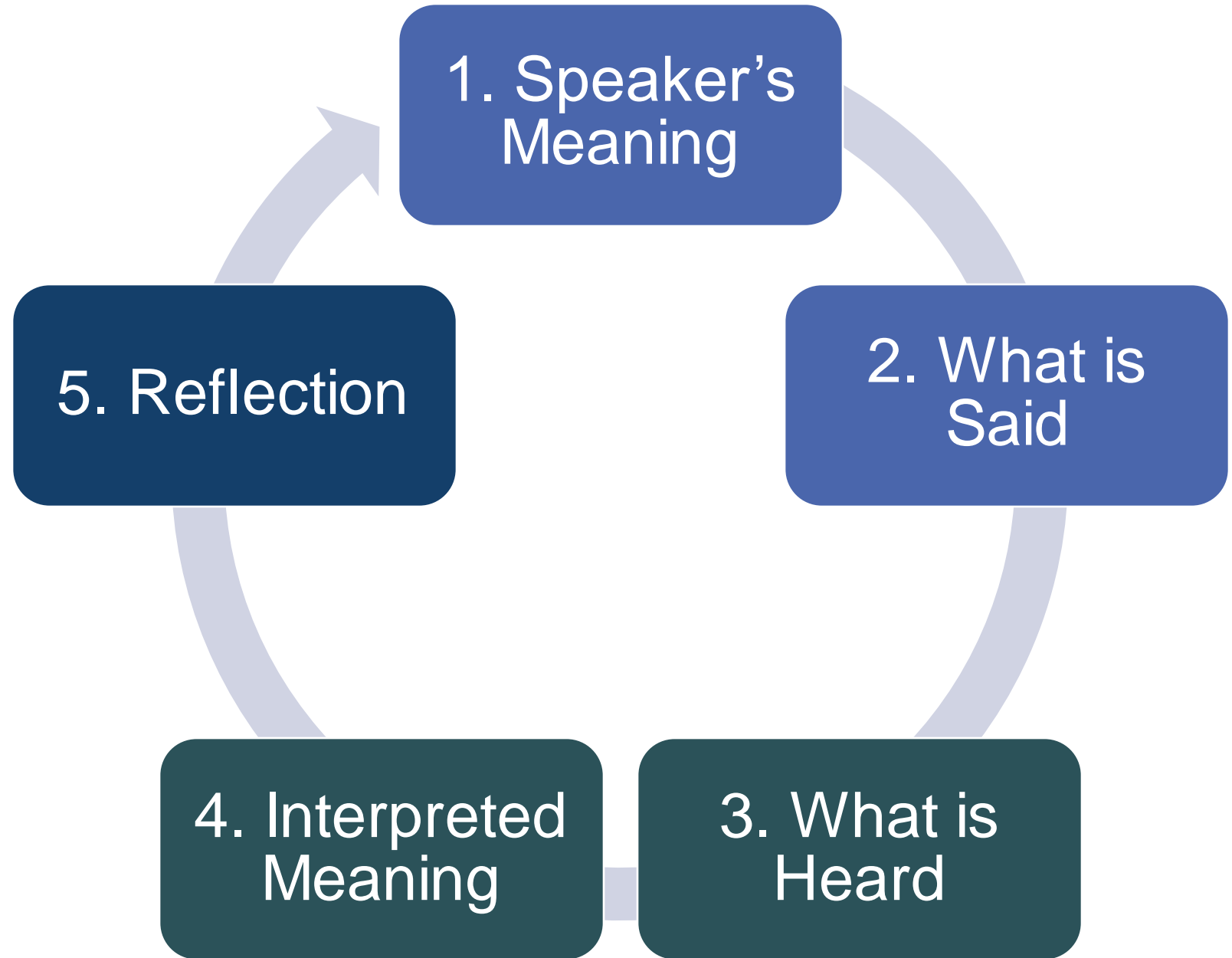
Simple reflection – words

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



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.”

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 confidence 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

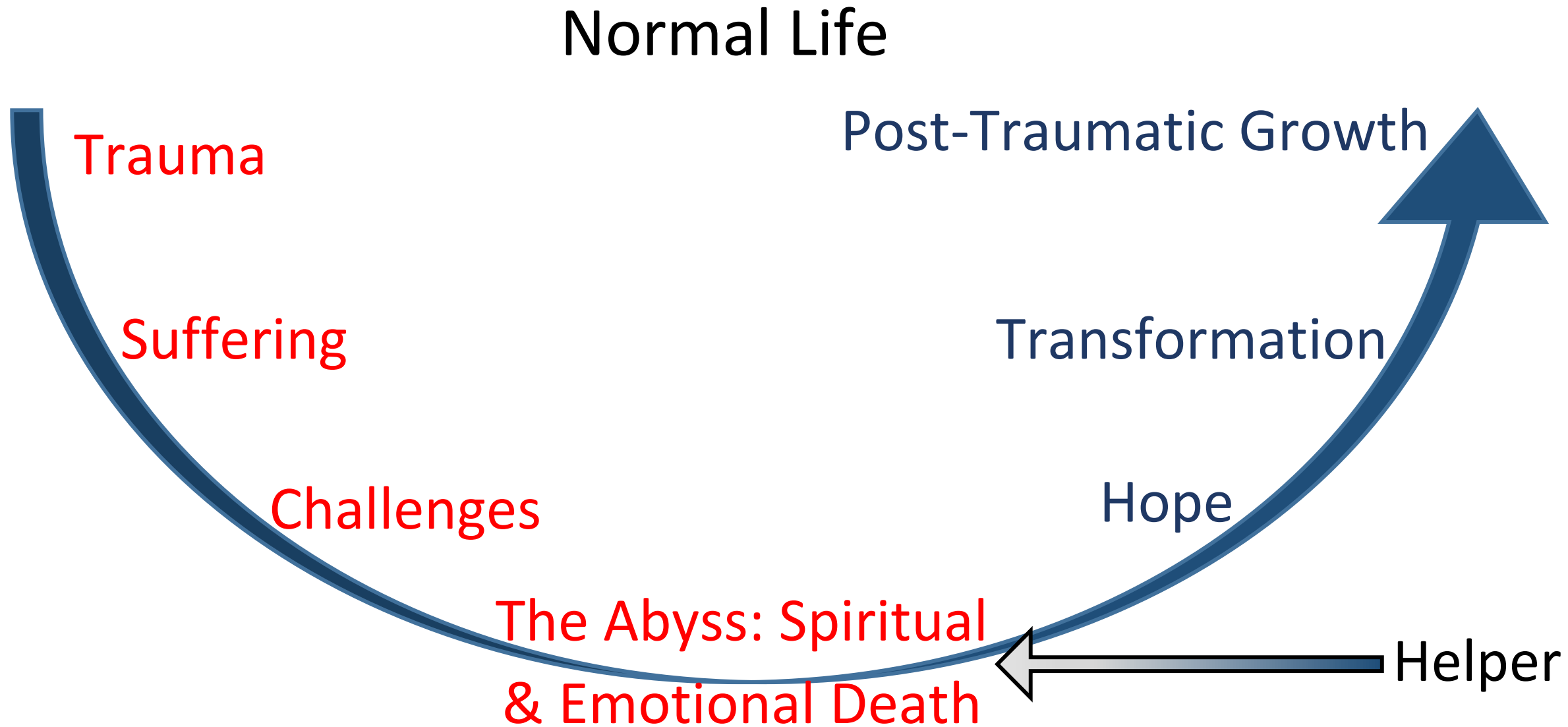
Growth Mindset

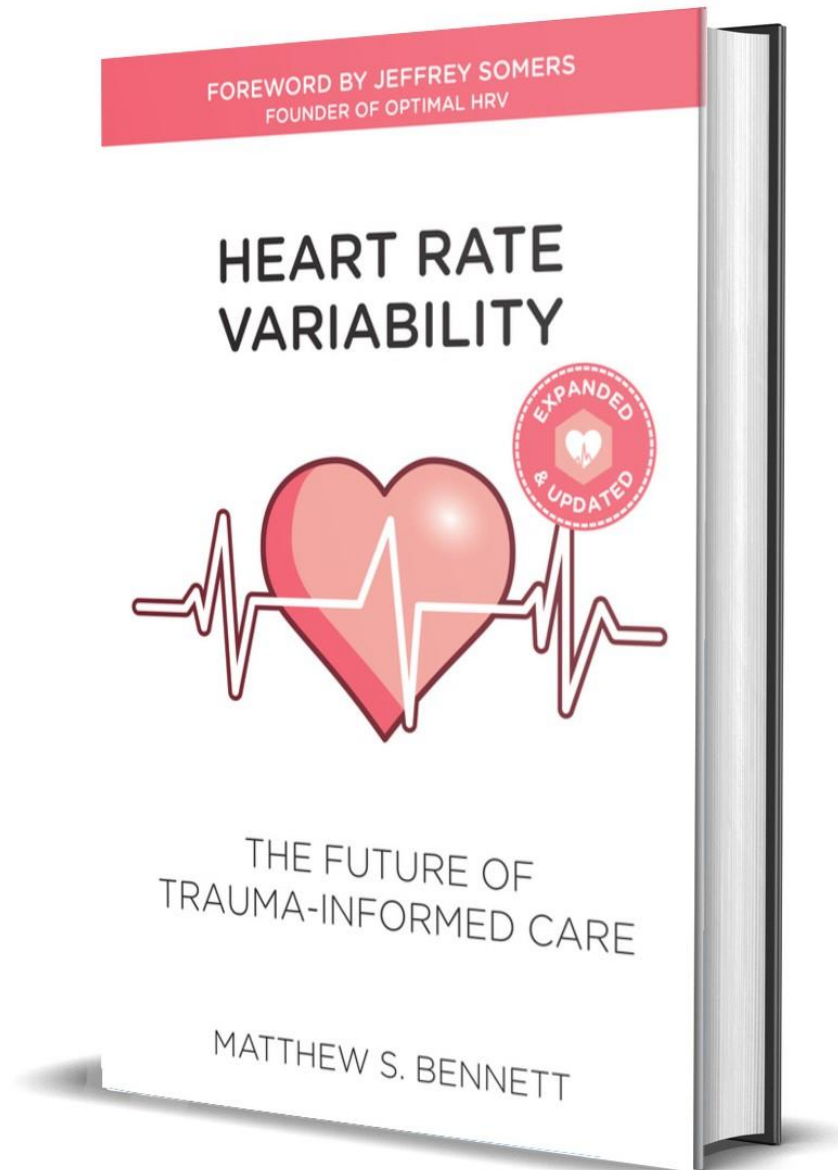
- Focused on improvement
- Increased motivation in face of hardship
- Understand they have power in their outcomes
- Start taking on larger challenges



INTERVIEW #1:
BRINGING THE PIECES
TOGETHER

The Journey to Post-Traumatic Growth





MATT BENNETT, MA, MBA

- matt@optimalhrv.com
- Keep Learning: Get a free book at optimalhrv.com
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