**Eight Tasks in Learning Motivational Interviewing**

This is content from Miller and Moyers (2006) that can be useful in conceptualizing training. Where is the trainee or audience currently in this developmental process? What tasks will be addressed in this training? These tasks can also provide a framework for developing a sequence of training.

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<th>Task Description</th>
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| 1 | Overall Spirit of MI  
Openness to a way of thinking and working that is collaborative rather than prescriptive, honors the client’s autonomy and self-direction, and is more about evoking than instilling. This involves at least a willingness to suspend an authoritarian role, and to explore client capacity rather than incapacity, with a genuine interest in the client’s experience and perspectives. |
| 2 | OARS  
Client-Centered Counseling Skills  
Proficiency in client-centered counseling skills to provide a supportive and facilitative atmosphere in which clients can safely explore their experience and ambivalence. This involves the comfortable practice of open-ended questions, affirmation, summaries, and particularly the skill of accurate empathy as described by Carl Rogers. |
| 3 | Recognizing Change Talk and Sustain Talk  
Ability to identify client “change talk” and commitment language that signals movement in the direction of behavior change, as well as client sustain talk. Preparatory change talk includes desire, ability, reasons, and need for change, which favor increased strength of commitment. |
| 4 | Eliciting and Strengthening Change Talk  
Ability to evoke and reinforce client change talk and commitment language. Here the client-centered OARS skills are applied strategically, to differentially strengthen change talk and commitment. |
| 5 | Rolling with Sustain Talk and Resistance  
Ability to respond to client sustain talk and resistance in a manner that reflects and respects without reinforcing it. The essence is to roll with rather than opposing it. |
| 6 | Developing a Change Plan  
Making the transition into Phase 2 of MI. Ability to recognize client readiness, and to negotiate a specific change plan that is acceptable and appropriate to the client. This involves timing as well as negotiation skills. |
| 7 | Consolidating Commitment  
Ability to elicit increasing strength of client commitment to change, and to specific implementation intentions. |
| 8 | Transition and Blending  
Ability to blend an MI style with other intervention methods and to transition flexibly between MI and other approaches. |


*Motivational Interviewing Network of Trainers, Training for New Trainers (TNT), Resources for Trainers, 2008.*