

## Course Title

E-Learning Course: Exploratory Introduction to Motivational Interviewing

### Business Need:

Every day health care practitioners spend time encouraging their patients to change their behavior. These behavior changes are the key to improving and preventing many major illnesses, such as heart disease, diabetes, obesity and various cancers. However many patients are going to their healthcare practitioners looking for a medical cure. Feeling that it is the responsibility of the clinician to 'cure' them rather than doing the things themselves to improve their health.

Motivational interviewing is an evidence-based, clinical approach that helps people with health-related behavior changes. Research studies have shown support for the effectiveness of MI in various health care settings, including those involving smoking cessation, medication adherence, physical activity, and diet. This eLearning course is an exploratory introduction to MI, which offers clinicians, who often lack time, an opportunity to learn essential skills to strengthen their patients/client's motivation for behavior change.

### Course Goal

At the end of this web-based eLearning course physicians, nurse practitioners, physician assistants, social workers, behavioral health specialists, recovery coaches, medical assistants, within the Center of Population Health at Partners Healthcare will have the entry level skills in motivational interviewing to utilize in their respective practice situations with clinical patients and healthcare program participants. These healthcare workers will also be prepared to enter into a more robust program so that they are prepared to practice intermediate and advanced level empathy communication skills.

### Course Objectives

Given brief readings, case studies and video role-plays, learners should be able to:

- Define Motivational Interviewing
- Define the 4 characteristics of the Spirit of Motivational Interviewing
- Identify the 4 underlying and 4 guiding principles of Motivational Interviewing
- Identify the 4 steps in the Motivational Interviewing Process
- Identify the 4 Core skills of Motivational Interviewing

## Instructional Strategy

The following table lists the content of the lesson. After the introduction, the students choose a character that aligns with their own professional background. The characters are a nurse practitioner, a social worker and a health coach.

Each module follows this pattern

- The topic is introduced with an animated ppt.
- Then a short video follows that provides an explanation from the developers of Motivational Interviewing.
- A practice review game is provided to review key concepts from current and when appropriate, previous lesson. If the learner misses 2 or more questions, then a message is given to the learner with the option to start from the beginning.
- If learner misses 1 or less, then the section advances to the next section.
- When the course is complete, the final exam is provided and it uses the character and various scenarios within the context of the profession.

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<b>Topic &amp; Timing</b>	<b>Objective</b>	<b>Content</b>	<b>Absorb</b>	<b>Do</b>	<b>Connect</b>	<b>Assessment</b>	<b>Media</b>
<u>Introduction</u>	Introduce the lesson instructional goal and navigation	<ul style="list-style-type: none"> <li>• Introduction to lesson &amp; goals</li> <li>• Introduction &amp; demonstration of navigation</li> </ul>	Learner will watch and listen to the demonstration	Learners will be guided to the different areas of the interface in order to become familiar with the controls			Menu & Navigation  Informational slides and narration  Voice over navigation
<u>Module 1: Definition</u>	Define Motivational Interviewing	<ul style="list-style-type: none"> <li>• Miller Quote</li> <li>• What is Motivational Interviewing?</li> <li>• What MI is not?</li> </ul>	<p><b>Presentation/Stories:</b> Learner will watch and listen to a PPT Slide with audio narration</p> <p><b>Presentation/Stories:</b> Learner will watch and listen to video of Miller explaining origins of Motivational interviewing</p>	<b>Practice with Role playing simulation or Scenario:</b> learner will make a decision by selecting a response based on the scenario and components presented	<b>Meditation/Cite Example:</b> learners will be asked to reflect on their personal experience and instances where they may be able to incorporate the component presented	Multiple choice or Matching	PowerPoint slides with audio narration  Video of Miller explaining origins of Motivational Interviewing  PPT slide with audio narration
<u>Module 2: Spirit of MI</u>	Define the 4 characteristics of the Spirit of Motivational Interviewing	<ul style="list-style-type: none"> <li>• Quote</li> <li>• What is meant by Spirit; metaphor of Dancing vs Wrestling</li> <li>• introduce acronym</li> <li>• PACE to define characteristics</li> <li>• Describe Partnership,</li> <li>• Describe Acceptance,</li> <li>• Describe Compassion and</li> <li>• Describe Evocation</li> </ul>	<p><b>Presentation/Stories:</b> Learner will watch and listen to a PPT Side with audio narration</p> <p><b>Presentation/Stories:</b> Learner will watch and listen to Video showing the Spirit of MI</p>	<b>Practice with Role playing simulation or Scenario:</b> learner will make a decision by selecting a response based on the scenario and components presented	<b>Meditation/Cite Example:</b> learners will be asked to reflect on their personal experience and instances where they may be able to incorporate the component presented	Multiple choice with scenarios	Choose a character (Nurse, Social Worker, Health Coach) and practice guessing which principle is in use PPT Slide narration  Video showing/discussing the Spirit of MI  PPT slide

Basics of Motivational Interviewing

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<p><i>Module 3: Principles of MI</i></p>	<p>Identify the 4 underlying and 4 guiding principles of Motivational Interviewing</p>	<ul style="list-style-type: none"> <li>• Blaise Pascal Quote</li> <li>• Acronym RULE</li> <li>• Describe Resist Right Reflex</li> <li>• Describe Understand Client Motivation</li> <li>• Describe Listen to your client</li> <li>• Describe Empower your client</li> <li>• How to guide through RULE</li> <li>• Describe Roll with Resistance</li> <li>• Describe Develop discrepancy</li> <li>• Describe Express Empathy</li> <li>• Describe Support Self Efficacy</li> </ul>	<p><b>Presentation/Stories:</b> Learner will watch and listen to a PPT Side with audio narration</p> <p><b>Presentation/Stories:</b> Learner will watch and listen to video that demonstrates the principles</p>	<p><b>Practice with Role playing simulation or Scenario:</b> learner will make a decision by selecting a response based on the scenario and components presented</p>	<p><b>Meditation/Cite Example:</b> learners will be asked to reflect on their personal experience and instances where they may be able to incorporate the component presented</p>	<p>Scenarios with multiple choice with examples of the principles</p>	<p>PPT slide with audio narration</p> <p>Video demonstrate the principle</p> <p>Practice game</p> <p>Advance to next principle section if select correct answer. After 2 wrong answers learner has option to return to the PPT slide with audio narration</p>
<p><i>Module 4: Process of MI</i></p>	<p>Identify the 4 steps in the Motivational Interviewing Process</p>	<p>The Motivational Interviewing Process</p> <ul style="list-style-type: none"> <li>• Engage</li> <li>• Focus</li> <li>• Evoke</li> <li>• Plan</li> </ul>	<p><b>Presentation/Stories:</b> Learner will watch and listen to a PPT Side with audio narration</p> <p><b>Presentation/Stories:</b> Learner will watch and listen to video that demonstrates the process or steps</p>	<p><b>Practice with Role playing simulation or Scenario:</b> learner will make a decision by selecting a response based on the scenario and components presented</p>	<p><b>Meditation/Cite Example:</b> learners will be asked to reflect on their personal experience and instances where they may be able to incorporate the component presented</p>	<p>Learner chooses a step of the sequence in a simulation or scenario</p>	<p>PPT slide with audio narration</p> <p>Video demonstrate the step</p> <p>Practice game</p> <p>Advance to next step section if select correct answer. After 2 wrong answers learner has option to return to the PPT slide with audio narration</p>

Module 5:  
Core Skills  
of MI

Identify the 4 Core skills of Motivational Interviewing	<ul style="list-style-type: none"> <li>• Acronym OARS</li> <li>• Open ended questions</li> <li>• Affirmations</li> <li>• Reflective listening</li> <li>• Summaries</li> </ul>	<p><b>Presentation &amp; Stories:</b> Learner will watch and listen to a PPT Side with audio narration</p> <p>Presentation/Stories: Learner will watch and listen to video that demonstrates the core skills or discusses the core skills</p>	<p><b>Practice with Role playing simulation or Scenario:</b> learner will make a decision by selecting a response based on the scenario and components presented</p>	<p><b>Meditation/Cite Example:</b> learners will be asked to reflect on their personal experience and instances where they may be able to incorporate the component presented</p>	Matching list between a core skill example and the name of the type of core skill; scenario and multiple choice	PPT slide with audio narration  Video demonstrate the core skill  Practice game  Advance to next core skill section if select correct answer. After 2 wrong answers learner has option return to the PPT slide with audio narration  Quiz Multiple Choice or Matching or Scenario
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### Assessment Strategy

Embedded test administered immediately following each lesson as practice or rehearsal. Feedback will be given based on right and wrong answers, guiding learner by reinforcing with the information as to why a selection is correct or responding to why a selection is wrong. Learner can take the test multiple times. No score is given.

A final exam is completed at the end of the unit checking to see if participant has mastered the basic skills. Final result will be graded with opportunity to retake if score below 80%. Results will show areas in need of improvement or review. A certificate will be provided to show satisfactory completion of the course.

**Course Objectives:** Given brief readings, case studies and video role-plays & scenarios, learners should be able to...

**Assessment:** Format used for Inline Testing and Final Exam

Define Motivational Interviewing	Multiple choice or Matching
Define the 4 characteristics of the "spirit" of motivational interviewing	Multiple choice with scenarios
Identify the 4 underlying and 4 guiding principles of motivational interviewing	Scenarios with multiple choice with examples of the principles
Identify the 4 steps used in the motivational interviewing process	Learner chooses a step of the sequence in a simulation or scenario
Identify the 4 core skills for Motivational Interviewing	Matching list between a core skill example and the name of the type of core skill; scenario and multiple choice
<b>Example:</b> multiple choice	The MI approach is a) completely non-directive b) highly authoritarian c) directive but client-centered d) primarily educational e) all of the above
<b>Example:</b> scenario and multiple choice	<p>RG is a 57-year-old male with hypertension and hyperlipidemia. On questioning it is revealed that he smokes about 1 pack of cigarettes daily. You would like him to quit smoking.</p> <p><i>Question</i> - Which of the following shows the spirit of collaboration consistent with MI?</p> <p>A. You need to stop smoking now.</p>



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	<ul style="list-style-type: none"><li>B. What reasons do you have to stop smoking?</li><li>C. If you continue to smoke, you are increasing your risk for having a heart attack or stroke.</li><li>D. Let me help you to stop smoking.</li></ul>
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**Example:** Scenario and sequence choice

*Scenario*

Question asks What is the next step. The list of possible answers are statements that are associated with different levels. The learner then chooses the statement that aligns with the next step.

**Example:** Match list

Vocab 1	Definition 2
Vocab 2	Definition 3
Vocab 3	Definition 1

