

# Improving Your Motivational Interviewing Skills

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# Disclosure Information

- ◆ Presenter 1: Carolyn Chan, MD
  - ◆ No Disclosures
- ◆ Presenter 2: Kat Mullins, MD
  - ◆ No Disclosures
- ◆ Presenter 3: Melissa Weimer, DO MCR
  - ◆ Path CCM, Stock options, CVS Health Advisory Role
- ◆ Presenter 4: Kenneth Morford, MD
  - ◆ No Disclosures

# Learning Objectives

1. Describe how improvisational (improv) theater principles can be applied to motivational interviewing (MI).
2. Practice four improv exercises to workshop MI skills.
3. Reflect on strategies to integrate core MI skills into each participant's practice when caring for individuals with substance use disorders.

# Agenda

- ◆ Introductions (5 min)
- ◆ Review improv principles, the spirit of MI, and MI skills (10 min)
- ◆ Small group application and debrief of 4 improv exercises (55 minutes)
- ◆ Large Group Debrief and Questions (5 minutes)

# Introductions

◆ Carolyn

◆ Kat

◆ Melissa

◆ Kenny

# What is Medical Improv?

- ◆ “Medical improv is the adaptation of improvisational theater principles and exercises to enhance such medical skills as communication, teamwork, and cognition”



(Watson, 2016)

# Improv Principles

- ◆ Yes, And
- ◆ Be Present, Active Listening
- ◆ No Mistakes
- ◆ Make Each Other Look Good
- ◆ Give Gifts
- ◆ You know everything, you have everything

# The Spirit of Motivational Interviewing

## 4 Aspects of Acceptance

- Absolute Worth
- Affirmation
- Autonomy
- Accurate Empathy

Strength-based focus  
Feels like a dance



**Evocation**

**Compassion**

**Collaboration**

Make something  
together

Actively promote the  
other's welfare



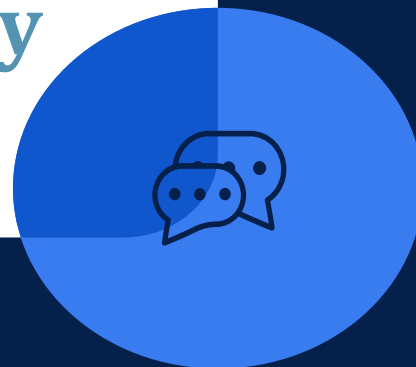
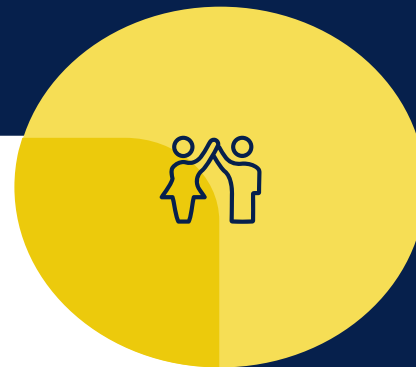
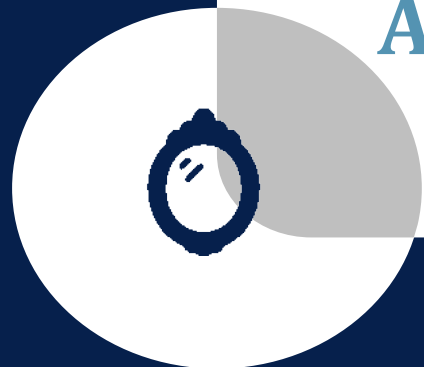
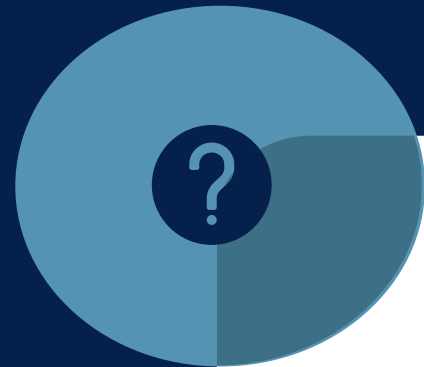
# Core Skills of Motivational Interviewing

## Open Ended Questions

Question to Reflections  
1:2 Ratio

## Reflections

Simple vs.  
complex



**O.A.R.S**  
**Emphasize**  
**Autonomy**

## Affirmations

Affirm strength,  
effort, resources

## Summary Statements

Link Reflections

(Miller, 2012)

# Exercise Ground Rules

- ◆ Be Respectful
- ◆ Supportive Space
- ◆ Here to Learn

# Improv Exercises

- ◆ Structure: Instructions, application, debrief
- ◆ **Exercise 1: Yes, And**
- ◆ Exercise 2: Last Line, First line
- ◆ Exercise 3: Rant
- ◆ Exercise 4: So What You're Saying is?

# Yes, And – The Spirit of Motivational Interviewing

## 4 Aspects of Acceptance

- Absolute Worth
- Affirmation
- Autonomy
- Accurate Empathy

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# Improv Exercises

- ◆ Structure: Instructions, application, debrief
- ◆ Exercise 1: Yes, And
- ◆ **Exercise 2: Last Line, First line**
- ◆ Exercise 3: Rant
- ◆ Exercise 4: So What You're Saying is?

# Simple Reflections

- ◆ Add little or nothing to what was stated
- ◆ Repeat, or rephrase the person's words
- ◆ Continuing the paragraph
- ◆ Core Skill: Reflective listening

# Improv Exercises

- ◆ Structure: Instructions, application, debrief
- ◆ Exercise 1: Yes, And
- ◆ Exercise 2: Last Line, First line
- ◆ **Exercise 3: Rant**
- ◆ Exercise 4: So What You're Saying is?

# Summary vs. Reflections

## Summaries

- ◆ Reflections that pull together a number of elements the person has offered.
- ◆ Useful: Show Ambivalence
  - ◆ Reasons for change AND reservations
- ◆ Clinical judgment on what to include; can be affirming



# Summary vs. Reflections

## Common Uses of Summaries

- ◆ Collect
- ◆ Linking
- ◆ Transitions

# Rant

Example Topics (or pick your own mundane topic!)

- Potholes
- Fax Machines
- Cafeteria Food
- Reality TV
- Weather
- Sports
- Rocks
- Pens
- Music
- Emails
- \*Remember Ground Rules

# Improv Exercises

- ◆ Structure: Instructions, application, debrief
- ◆ Exercise 1: Yes, And
- ◆ Exercise 2: Last Line, First line
- ◆ Exercise 3: Rant
- ◆ **Exercise 4: So What You're Saying is?**

# Simple vs. Complex Reflections

## Simple:

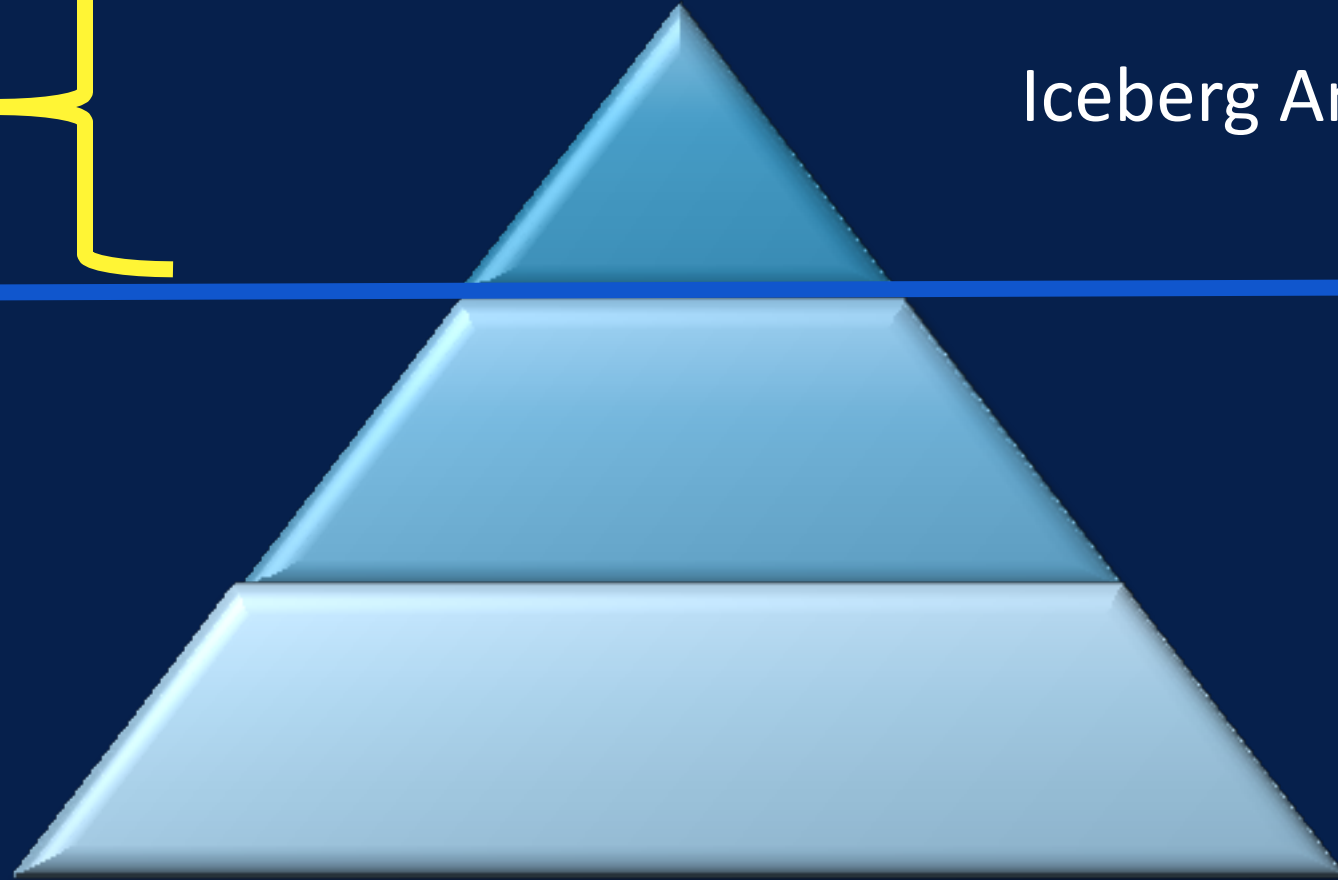
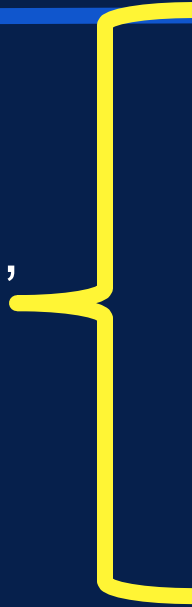
- Content has been expressed
- Surface Level



Iceberg Analogy

## Complex:

- Unspoken meaning, feelings, intentions, experiences
- Below the surface



# Creating Complex Reflections

- ◆ Overshooting and Undershooting (emotions)
- ◆ Make an Assumption
- ◆ Direction of Reflection

# Final Debrief and Questions



# Final Takeaways/Summary

- ◆ Improv can be utilized to teach core MI skills
- ◆ The spirit of MI consists of acceptance, compassion, collaboration, and evocation
- ◆ Core MI skills include open-ended questions, affirmation, reflections, summary statements

# Thank You!

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# References

1. Watson, Katie, and Belinda Fu. "Medical improv: a novel approach to teaching communication and professionalism skills." *Annals of internal medicine* 165.8 (2016): 591-592.
2. Miller, William R., and Stephen Rollnick. *Motivational interviewing: Helping people change*. Guilford press, 2012.
3. Fu, Belinda. "Common ground: frameworks for teaching improvisational ability in medical education." *Teaching and learning in medicine* 31.3 (2019): 342-355.

Other Readings on Medical Improv – See conference handout