The Art & Practice of Possibility: *Motivational Conversations in Trauma-Informed Care*

A Training in 3 Acts

For SF-DPH/Summer 2021

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Let’s start with a brief meditation

From “A Path with Heart” by Jack Kornfield
Founder, Spirit Rock Meditation Center
Marin County, CA
AGENDA

- Intros & Setting the Stage TIC
- Spirit & 4 Processes
- OARS+I
- Complex Reflections
- Trauma Foundations
- MI & TIC
- DARN-CATS
INTRODUCTIONS

WHO THE HECK ARE YOU PEOPLE?
WHO AM I??
AND WHAT WOULD BE HELPFUL IN THESE WORKSHOPS?
TO “LISTEN” ANOTHER’S SOUL INTO A CONDITION OF DISCLOSURE AND DISCOVERY MAY BE ALMOST THE GREATEST SERVICE THAT ANY HUMAN BEING EVER PERFORMS FOR ANOTHER.

...DOUGLAS STEERE FROM “GLEANINGS: A RANDOM HARVEST”
PEOPLE START TO HEAL
THE MOMENT THEY FEEL HEARD*
MY FAVE TEACHER

• LIST ALL THE CHARACTERISTICS OF YOUR FAVE TEACHER OR MENTOR
• SHARE IN BREAKOUT ROOMS
• DEBRIEF IN LARGE GROUP

• Photo of John P. Elia, PhD
• SFSU/AssocDean, HSS
What MI & TIW have in common

Love with a Goal! & both are culture changes!
Bill’s Illustration of Persuasion (or what’s not MI or TIC)
Persuasion:
The Speaker

• Topic: Something about yourself you...
  — Want to change
  — Need to change
  — Should/Ought to change
  — Been thinking about changing

But you haven’t done yet (ambivalence!)
Persuasion: The Listener

• Explain why your partner *should* make this change
• Give at least 3 specific *benefits* to them of making this change
• Tell them *how* to change
• Emphasize how *important* it is for them to change, and
• Tell them to “Just go Do It!”
A Taste of MI: The Speaker

- Topic: Something about yourself you...
  - Want to change
  - Need to change
  - Should/Ought to change
  - Been thinking about changing...

But you haven’t done yet (ambivalence!)
Taste of MI: The Listener, Part 1

- Listen intently with the goal of understanding your Speaker’s circumstance & ambivalence
- Give no advice
- Ask these 4 open questions:
  - Why would you want to make this change now?
  - How might you go about it, to be successful?
  - What are your 3 best reasons to make this change?
  - On a scale of 1-10 (1 is low & 10 is high), how important is it to make this change now?
    - How come you’re a _ & not a 1?
Taste of MI: Listener, Part 2

- Give a short summary/reflection of the speaker’s motivations for change
  - Desire for change
  - Ability to change
  - Reasons for change
  - Need for change
- Finally, ask: “So, what do you think you’ll do?” and just listen intently
Key Questions: Being Teflon-Coated!

- What do you think you will do?
- What does this mean about your (living situation/classes/drug use.....)?
- It must be uncomfortable for you now, seeing all this. What’s the next step?
- What do you think has to change?
- What could you do?
- What are your options?
- It sounds like things can’t stay the way they are now. What are you going to do?
- Of the things we’ve discussed, which for you are the most important reasons for a change?
- How are you going to make this change?
- What’s going to happen now?
- Where do you/we go from here?
- How would you like things to turn out for you now, ideally?
- What concerns you about changing your use of ....?
- What would be some of the good things about making a change?
- Where can you go from here?
- When you think about all this, what seems to make the most sense for you?
- What’s your next step?
- What can you do at this point?
- What else can you do?
- What are you thinking about doing now?

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Brief Overview of MI

• Left Side
  • Spirit

• Right Side
  • Skills & Strategies
DEFINING MI

• MI IS A SPECIFIC KIND OF CONVO ABOUT CHANGE
  • COUNSELING/THERAPY
  • CONSULTATION
  • COACHING
  • COMMUNICATION STYLE

• MI IS COLLABORATIVE
  • PERSON-CENTERED
  • PARTNERSHIP
  • SUPPORTS AUTONOMY
  • NOT EXPERT-DRIVEN

• MI IS EVOCATIVE
  • SEEKS TO BRING OUT THE PERSON’S OWN MOTIVATION
Trauma Informed Defined

Denise Elliott & Roger Fallot

TIC is an intervention and organizational approach that focuses on how trauma may affect an individual’s life and his or her response to behavioral health services from prevention through treatment. There are many definitions of TIC and various models for incorporating it across organizations, but a “trauma-informed approach incorporates three key elements: (1) realizing the prevalence of trauma; (2) recognizing how trauma affects all individuals involved with the program, organization, or system, including its own workforce; and (3) responding by putting this knowledge into practice” (SAMHSA, 2012, p. 4).
MI in IPV: A Scenario (10)

https://youtu.be/lrnkEQRUyJM
PRINCIPLE 1. TRAUMA-INFORMED SERVICES RECOGNIZE THE IMPACT OF VIOLENCE AND VICTIMIZATION ON DEVELOPMENT AND COPING STRATEGIES

PRINCIPLE 2. TRAUMA-INFORMED SERVICES IDENTIFY RECOVERY FROM TRAUMA AS A PRIMARY GOAL

PRINCIPLE 3. TRAUMA-INFORMED SERVICES EMPLOY AN EMPOWERMENT MODEL

PRINCIPLE 4. TRAUMA-INFORMED SERVICES STRIVE TO MAXIMIZE A WOMAN’S CHOICES AND CONTROL OVER HER RECOVERY

PRINCIPLE 5. TRAUMA-INFORMED SERVICES ARE BASED IN A RELATIONAL COLLABORATION
10 PRINCIPLES OF TI SERVICES
(ELLIOTT & FALLOT, 2005)

PRINCIPLE 6. TRAUMA-INFORMED SERVICES CREATE AN ATMOSPHERE THAT IS RESPECTFUL OF SURVIVORS’ NEED FOR SAFETY, RESPECT, AND ACCEPTANCE

PRINCIPLE 7. TRAUMA-INFORMED SERVICES EMPHASIZE WOMEN’S STRENGTHS, HIGHLIGHTING ADAPTATIONS OVER SYMPTOMS AND RESILIENCE OVER PATHOLOGY

PRINCIPLE 8: THE GOAL OF TRAUMA-INFORMED SERVICES IS TO MINIMIZE THE POSSIBILITIES OF RETRAUMATIZATION

PRINCIPLE 9. TRAUMA-INFORMED SERVICES STRIVE TO BE CULTURALLY COMPETENT AND TO UNDERSTAND EACH WOMAN IN THE CONTEXT OF HER LIFE EXPERIENCES AND CULTURAL BACKGROUND

PRINCIPLE 10. TRAUMA-INFORMED AGENCIES SOLICIT CONSUMER INPUT AND INVOLVE CONSUMERS IN DESIGNING AND EVALUATING SERVICES
BOTH MI & TIC ARE APPROACHES TO LISTENING NOT TECHNIQUES OR TREATMENTS
WALK AWAY SKILL #1:
THE ELEMENTS OF SPIRIT IN MI (PACE)

• PARTNERSHIP/COLLABORATION
• ACCEPTANCE
  • ABSOLUTE WORTH
  • ACCURATE EMPATHY
  • AUTONOMY SUPPORT
  • AFFIRMATION
• COMPASSION
• EVOCATION
PARTNERSHIP/COLLABORATION

• WORKING TOGETHER
• CAN’T DO MI TO SOMEONE OR USE IT ON SOMEONE
• EXPLORATION (CURIOSITY!)
• INTEREST & SUPPORT V GETTING FOLKS TO CHANGE

• OUR GOAL IS TO ACTIVATE ONE’S OWN MOTIVATION(S) & RESOURCES FOR CHANGE
ACCEPTANCE

• ABSOLUTE WORTH
  • SELF -ACTUALIZATION IS NATURAL WHEN CONDITIONS ARE POSITIVE (IE, A TREE GROWS)

• ACCURATE EMPATHY*
  • NOT YOUR STORY IS SIMILAR TO MINE!
  • RATHER THE ABILITY TO UNDERSTAND ANOTHER’S FRAME OF REFERENCE & THE CONVICTION THAT IT’S A WORTHWHILE THING TO DO
  • OPPOSITE IS FORCING OUR OWN PERSPECTIVE($) SOMETIMES W/ THE IDEA THAT ANOTHER’S VIEWS ARE WRONG

• AUTONOMY SUPPORT
  • LETTING GO OF THE OUTCOME

• AFFIRMATION (SUPER POWERS!!)
  • LOOKING UP TO A PERSON V WHAT’S WRONG/WHAT’S THE PROBLEM & HOW TO FIX IT

Acceptance is about safety; that everyone would feel safe in our presence.

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FROM “THE HEROIC CLIENT”

“We should be humbled in the presence of our clients for they are the heroes of their lives.”

WWW.SCOTTDMILLER.COM
(Scott D. Miller, PhD)
WWW.BETTEROUTCOMESNOW.COM
(Barry Duncan, PsyD)
EMPATHY:
“THE EXPRESS LANE”
(HEARING THE BACKSTORY)

A STORY ABOUT COMING TO UNDERSTANDING
COMPASSION

• A DEEP AWARENESS OF THE SUFFERING OF ANOTHER, COUPLED WITH THE WISH TO RELIEVE IT

• “COMPASSION IS WILLINGNESS TO BE CLOSE TO SUFFERING.” (BUDDHIST)

• TO ACTIVELY PROMOTE THE OTHER’S WELFARE, TO GIVE PRIORITY TO THE OTHER’S NEEDS; A DELIBERATE COMMITMENT TO PURSUE THE WELFARE AND BEST INTERESTS OF THE OTHER (MI3-P20)

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REMEMBER: EMPATHY IS A FEELING; COMPASSION IS AN ACTION
EVOCATION

• DRAW OUT; BRING FORTH; AWAKEN; CALL OUT; STIR UP; WAKEN; AROUSE; ELICIT
• OLD WAY/TAU: I AM THE EXPERT; WE HAVE WHAT YOU NEED/LACK
• MI SPIRIT: YOU HAVE WHAT YOU NEED & TOGETHER WE’LL FIND IT!

TO EVOKE IS TO DRAW SOMETHING OUT*, NOT PULL OR FORCE

*"TRAINING THE PUPPY", JACK KORNFIELD
Perception
Curiosity
Ethical
Reduces shame
Walk with
End Day 1

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https://www.ncbi.nlm.nih.gov/books/NBK207195/