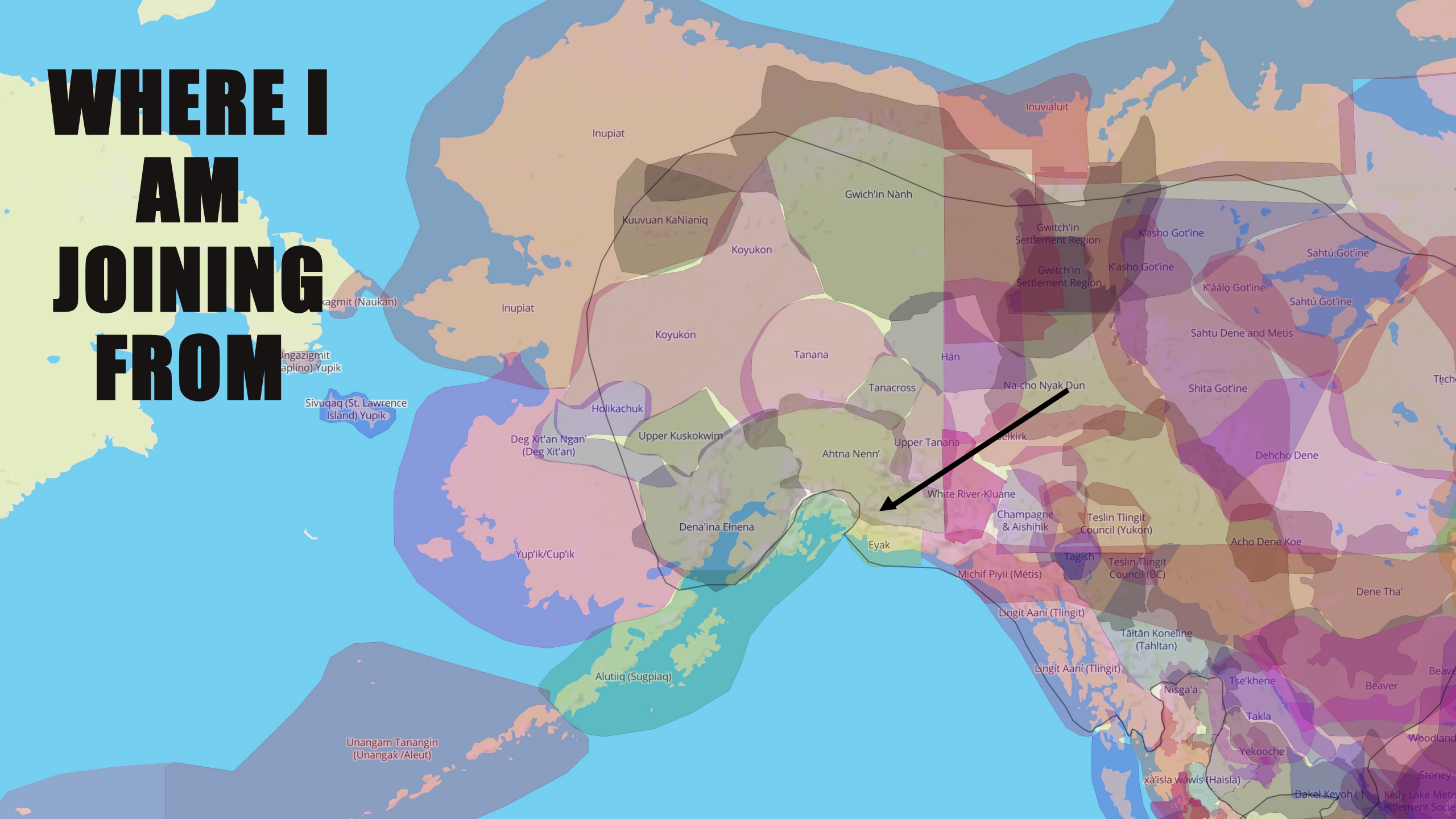


**POLICY
ADVOCACY VIA
MOTIVATIONAL
INTERVIEWING:
FOUNDATIONAL
SKILLS**

**SARA BUCKINGHAM, PH.D.
RESULTS TRAINING**

WHERE I AM JOINING FROM



RESULTS is a movement of passionate, committed everyday people. Together we use our voices to influence political decisions that will bring an end to poverty. Poverty cannot end as long as oppression exists. We commit to opposing all forms of oppression, including ableism, ageism, biphobia, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.

At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.

There are no saviors — only partners, advocates, and allies. We agree to help make the RESULTS movement a respectful, inclusive space.

AGENDA:

Why and how changes occurs

Ambivalence as good thing!

What “change talk” looks like

Key motivational interviewing skills

Getting started with motivational interviewing

Q&A, practice, & share-backs

CAVEATS BEFORE WE BEGIN

- Motivational interviewing was designed for health behavior change, not policy advocacy.
- Therapists and others who use MI spend years learning MI – you're in a quick workshop.
- This overview in no way certifies you to “practice MI” and while I am a licensed psychologist and use MI in my practice, I have not gone through the certification process to train people in MI.
- You develop skills over time – and the best way to learn is through practice and coaching! There are also many books on MI you can read! We will have some time for practice today and RESULTS will have workshops in the months to come.



"My constituents hate a deadlocked Congress,
but their demands are what cause the deadlock!"



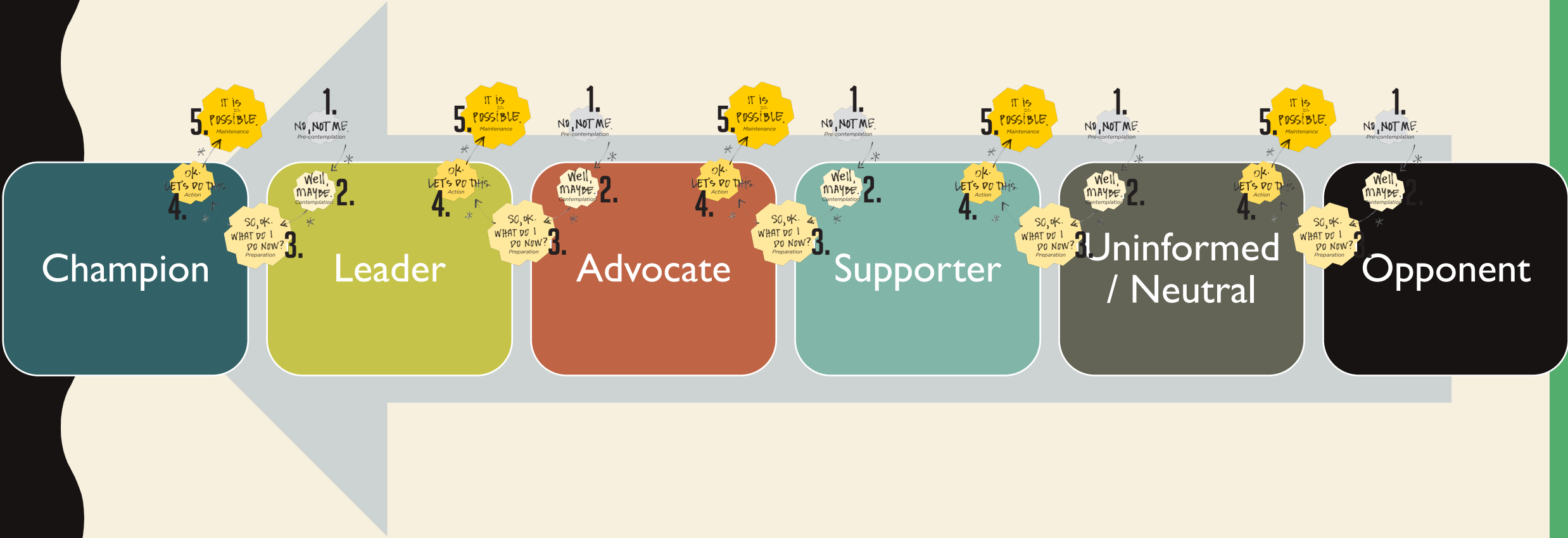
**Competing
Demands**

Ambivalence



STAGES OF CHANGE

MOVING MEMBERS OF CONGRESS UP THE CHAMPION SCALE

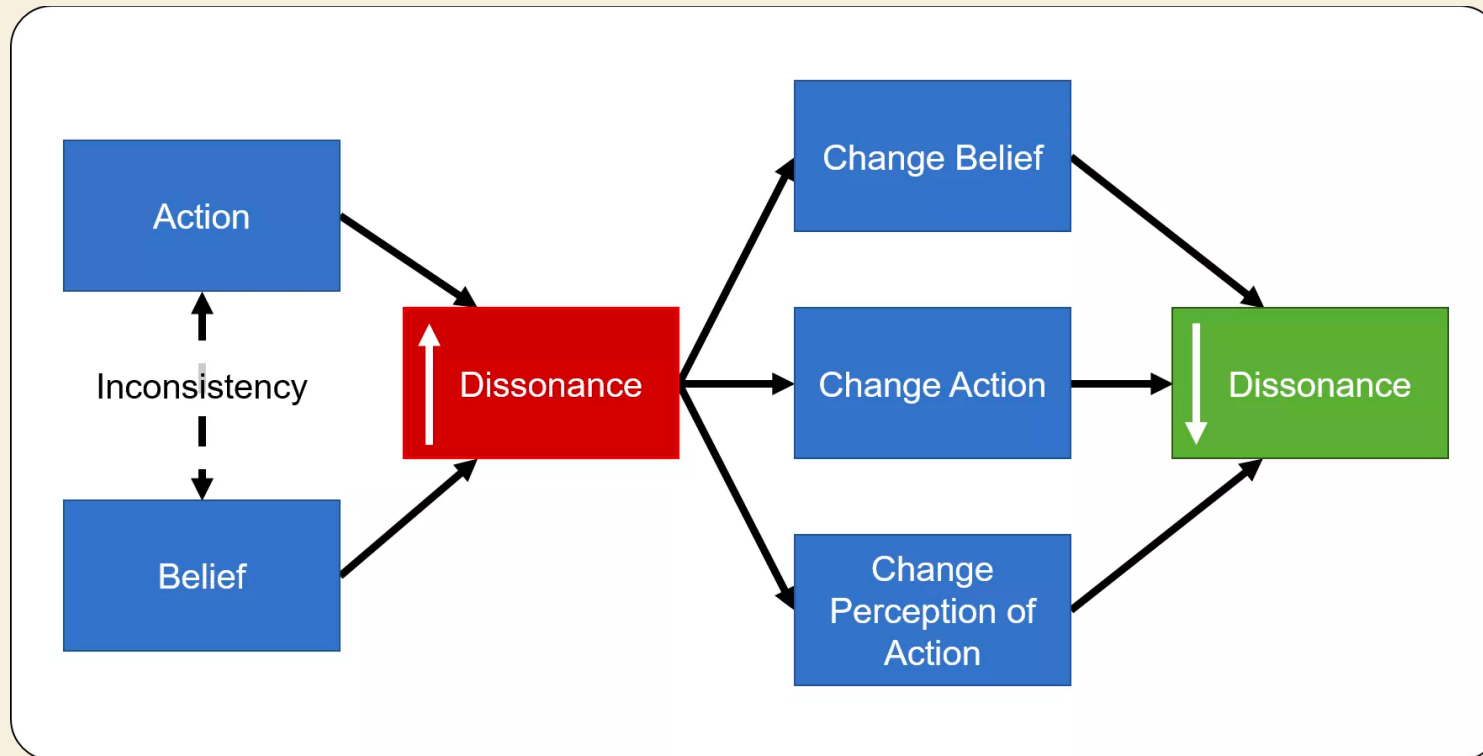




Well,
MAYBE.
Contemplation

2.

BUILDING MOTIVATION THROUGH DISSONANCE



BUILDING AMBIVALENCE THROUGH BELIEFS

Freedom

Equity

Choice

Liberty

Opportunity

Justice

Self-
Determination

Responsibility

Compassion

Safety

Inclusion

Order

TENETS OF MOTIVATIONAL INTERVIEWING APPLIED TO POLICY ADVOCACY

Compassion

- Empathy for the policymaker's point of view and how the policymaker arrived at that view

Acceptance

- Acknowledgement that the policymaker and their view has some inherent worth

Partnership

- Seek to walk alongside the policymaker to guide him/her/them towards change

Evocation

- Understanding that the policymaker holds wisdom on how change works in their context

FIND A SHARED AGENDA

Start with policymaker

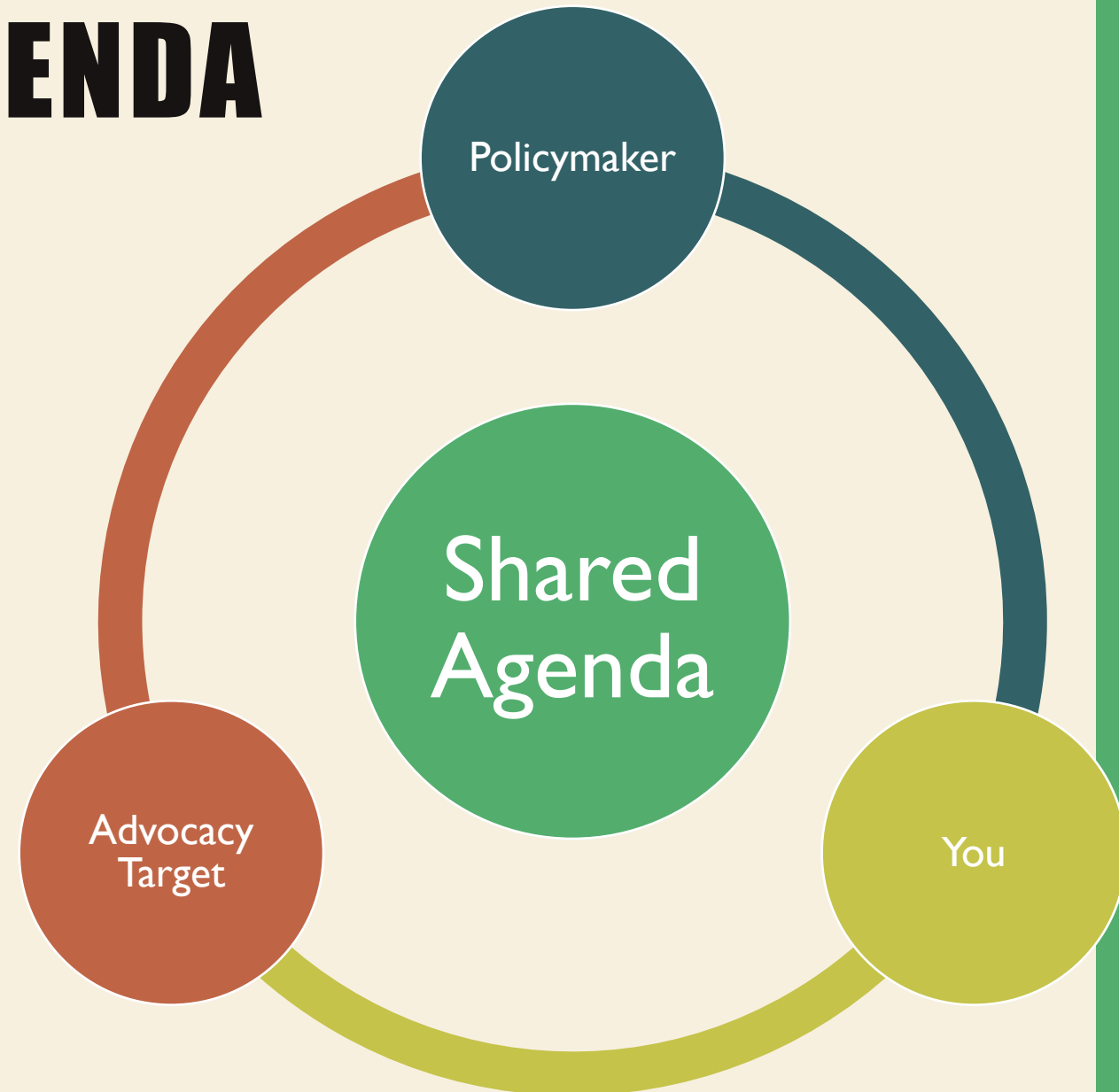
- Beliefs
- What they want to accomplish
- Barriers to action

Connect your agenda to theirs

- Storytelling!
- EPIC

Look for ambivalence

- Expressed desire but lack of action = **AMBIVALENCE**
- Increase change talk – evoke THEIR reasons for change



LISTEN FOR CHANGE TALK: DARN-C

Desire

Ability

Reason

Need

Commitment

KEY SKILLS: OARS

Open-ended
statements /
questions

Affirmations

Reflections

Summaries

OPEN-ENDED QUESTIONS: INVITING PARTICIPATION

- Questions can't be answered with “yes” or “no”
- They evoke and invite participation
- ‘Curious’ questions:
 - “Explain ...”
 - “Tell me about ...”
 - “Could you say more about ...?”
 - “Could you please clarify ...?”
 - “How ...?”
 - “What ...?”

AFFIRMATIONS: BUILDING RAPPORT

- Recognize and reinforce success
 - Be genuine!
- Partner
- Offer perspective in face of difficulties
- Express optimism
- See any progress as what it is – progress! Value it!
 - Champion scale
- *“It is a challenging issue.”*
- *“I can see that you are trying to weigh what will work best for your constituents.”*

SUMMARIES:

CLARIFYING & MOVING FORWARD

- Let the policymaker know you're listening and understanding
- Link relevant information
- Allow the policymaker to hear their own motivations and ambivalence
- Help to clarify the policymaker's stances and planned actions
- Help to bridge/transition between topics
- Focus on the most important aspects of your conversation
- Especially useful when:
 - Building trust and shared understanding
 - A lot of time has passed, much information has been shared
 - Transitioning to a new topic
 - Closing the conversation

REFLECTIONS: ELICITING CHANGE TALK

- Mirror what the policymaker is saying
- Demonstrate that you are partnering with the policymaker and understand what the policymaker is trying to communicate to you
- Clarify the policymaker's train of thought
- State what the policymaker means
- Show collaboration
- **TONE IS CRITICAL**

REFLECTIONS: THE HEART OF MI

- **Simple Reflection**
 - Rephrase what the policymaker is saying.
- **Amplified Reflection**
 - Reflect what was said in an exaggerated way.
- **Double-sided Reflection**
 - Reflect the ambivalence.
- **Shifting Focus**
 - Reflect the underlying meaning or value.
- **Reframing**
 - Put a different frame on the policymaker's story.
- **Agreeing with a Twist**
 - Agree with some part of the story and then reframe it.
- **Side with the Negative**
 - Reflect back one side of the ambivalence to elicit the other side.
- **Reflect a Feeling**
 - Share the underlying feeling you hear.

REFLECTIONS: KEY STEMS

- It sounds like...
- You're saying that...
- You're feeling like...
- It's almost as if...
- For you, it's a matter of...
- From your point of view...
- You are...
- It must be...
- Through your eyes...
- You believe...
- Your concern is that...
- Your worry is that...
- Your fear is that...
- It seems that...
- You're not terribly excited about...
- You're not much concerned about...
- This really...
- It is so...
- You feel so...
- It's really important to you that...
- You're not really...
- You feel as though...
- What I heard you say was...
- I wonder if...
- You value...

USING MOTIVATIONAL INTERVIEWING



Written

Spoken

USING MI DOES NOT MEAN THAT YOU STOP USING OTHER SKILLS!

- You still have a purpose in mind – and you have limited time!
- Share your stories, do your laser talks
- Sometimes you DO need to call out (or in) classist, racist, sexist, ageist, and other discriminatory beliefs in ways that do not fully fit with MI ... and that is fully appropriate!
- Your asks can (and should) still be closed-ended!
- Start small – pepper in one reflection, one summary, etc. into regular conversation



QUESTIONS



**LET'S
PRACTICE!**



**SHARE BACKS &
REMAINING
QUESTIONS**