



Using Fidelity Measures to Facilitate Skill Development in Motivational Interviewing

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Measure Description

Yale Adherence & Competence Scale:

- 50-item measure designed to evaluate clinician adherence and competence in general and specific interventions.
 - Three general subscales (Assessment, General Support, and Goals for Treatment) to assess general interventions common across therapies
 - Four specific interventions subscales (Clinical Management, Twelve-Step Facilitation, MI, and Cognitive-Behavioral Management)
 - Frequency ratings range from one (not at all), to seven (extensive).
 - Quality range from one (very poor - therapist handled this in an unacceptable even toxic manner) to seven (excellent - demonstrated real excellence and mastery in this area)

Motivational Interviewing Skill Code:

- Developed to encode the MI interactions between the therapist and client
- Conduct three rating passes.
 - 1 - completing the Global Therapist Rating (acceptance, egalitarianism, empathy, genuineness, warmth, and spirit of motivational interviewing), the Global Client Rating (affect, cooperation, disclosure, and engagement), and the Global Interaction Ratings Scales (level of collaboration and benefit of the interaction)
 - 2 - requires the rater to classify every therapist and client utterance into a specific mutually exclusive category (e.g., affirming, confronting, questioning) and client utterances as asking questions, neutral response, resisting change, or change talk
 - 3- Computing talk time

Motivational Interviewing Process Code:

Designed to provide a measure of the primary skills consistent with and contrary to motivational interviewing to aid the teaching and evaluation of learning MI skills

Two subscales.

Functional Skills, includes 13 items that are rated on a Likert-type scale ranging from 1 (component not demonstrated) to 5 (outstanding). Items range from basic microcounseling skills like expressing empathy to skills associated with the spirit of MI such as amplifying discrepancies and ambiguity

Dysfunctional Skills, includes 12 items also rated on a 5 point Likert type scale that ranges from 1 (demonstrates throughout the interview) to 5 (avoids completely). Items include MI inconsistent behaviors like arguing/debating with the client and labeling the client

Motivational Interviewing Treatment Integrity:

- Developed to reduce complexity of MISC
- Two components, global ratings and behavioral counts.
 - Global ratings 7 point Likert type scale with 1 (low) to 7 (high) for two items, empathy/understanding and spirit of MI, two important MI components
 - Behavioral counts are simple tallies of interviewer behaviors - giving information, MI adherent, MI non-adherent, questions (closed and open), and reflection (simple and complex)

Motivational Interviewing Supervision and Training Scale:

- Designed to assist in the training and supervision of therapists implementing treatments utilizing MI as a core element of the intervention.
- Two components
 - Behavioral count of the types of therapist responses uttered during sessions (e.g., reflection, open question)
 - 16-item global rating of the quality, MI-fidelity, and effectiveness of therapist interventions
 - Item specific behavioral descriptors at points 1, 4, and 7, were developed for each of the 16 items

Behavior Change Counseling Index

- Designed to assist trainers and researchers in evaluating practitioner skill in essential components of behavioral change counseling, a derivative of motivational interviewing
- 11 items that are rated on a five point Likert-Type scale from not at all to excellent according. Initial estimates of reliability suggest that the BECCI can be used consistently across raters ($r = .79$ to $.93$)

Supervisor Interview Rating Guide

- Designed as part of a comprehensive MI supervision package MI Step
- Three components
 - MI Rating Worksheet – Completed during review of session, with specific tally symbols for frequency and numerical ratings for proficiency
 - MI Adherence & Competence Feedback Form – Outline adherence and competence on 10 MI consistent and 16 MI inconsistent items
 - MI Clinician Self-report Form – Optional: rate skills on 7 point Likert-Type scale and for the same 26 items as feedback form

Table 1. Reliability of MET Fidelity Measures

Measure	Reliability Method	Result
YACS	ICC (Carroll, et. al. 2000)	.71 - .98
	ρ^2 (Madson, et. al. 2005)	.82
MISC	ICC (Tappin, et. al. 2000)	.39 - .53
	ICC (Moyers, et. al. 2003)	.00 - 1.00
MIPC	% Agree (Basky & Coleman, 2001)	.51 - 75%
MITI	ICC (Moyers, et. al. 2005)	.51 - .96
MISTS	ρ^2 (Madson, et. al. 2005)	.41 - .81
BECCI	r (Lane et. al. 2005)	.79 - .93

Discussion

Uses in Training

- Monitoring proficiency and skill development
- Facilitate supervision discussions
- Supervisee self evaluation

Strengths Identified

- Concerted effort to remain true to the tenants of motivational interviewing
- Several of these measures were developed with the intent for use in a training or supervisory environment

Further Development

- Variability in reliability identified
 - While some aspects of these studies demonstrated ability for the instruments to be used reliably, several other aspects of the studies did not demonstrate this ability
- Concerns related to how validity was estimated
 - Some of the developers incorporated techniques that leave question about the validity strength of the measures
- Intended use of these measures
 - Some of these measures are extensive and complex

Recommendations

- Modifications to reduce the length and complexity would be needed to enhance the utility of these measures in education, training and clinical supervision meetings
- Incorporate a variety of methods of estimating validity such as examining the relationship of these measures to each other, to measures that are used with discriminant forms of psychotherapy and with alternate forms of psychotherapy
- Develop further evidence of reliability
- Study utility in practical settings