

MOTIVATIONAL INTERVIEWING SUPERVISION & TRAINING SCALE

Tape #: _____

Active Listening Skills						
1. Questions						
1	2	3	4	5	6	7
Relies on closed questions which does not engage the client and only allows for information gathering		Uses closed and open questions, but in general asks too many questions does not facilitate client exploration		Selective use of primarily open question used to facilitate exploration of important topical areas		

2. Simple Reflection						
1	2	3	4	5	6	7
Infrequent; Mainly paraphrase; used to communicate understanding.		More regular occurrence and varied contexts. Used to clarify information and communicate understanding		Frequent and varied use to communicate understanding, reinforce important statements and elicit more exploration of topic		

3. Complex Reflection						
1	2	3	4	5	6	7
Infrequent or limited use, used at inopportune times or in clumsy manner		More regular occurrence; Used to communicate understanding		Used skillfully to reinforce, redirect, amplify or change client awareness		

4. Affirming						
1	2	3	4	5	6	7
Little or no attempt to identify client strengths or successes		Maintains a non-judgmental, accepting stance toward client goals, activities, etc.; but little active affirming		Regularly and systematically elicits and reinforces strengths communicating a sense of optimism and hope		

5. Summarization includes; content, feeling, themes and context						
1	2	3	4	5	6	7
Few summaries, and those are infrequent or superficial. Used only to clarify client statements		Used only to review a section of the session		Regular use of summaries to reiterate important themes, direct focus and to make transitions within the session		

Spirit of Motivational Interviewing						
6. Engaging client in the intervention process						
1	2	3	4	5	6	7
Does little to create an environment in which client feels safe to explore the problem; some suggestion of non-acceptance such as being judgmental, argumentative, suspicious, condescending, or aloof		Makes an effort to Create a safe environment, is less judgmental, however has some difficulties establishing rapport or helping client actively participate in therapy		Creates an environment in which the client feels safe to explore problems and actively participate in therapy by remaining non-judgmental, warm, flexible and respectful of the client		

7. Elicits/Reinforces client change talk						
1	2	3	4	5	6	7
Consistently misses or ignores opportunity to elicit / reinforce change talk		Elicits or reinforces change talk inconsistently in session and does not facilitate client self talk further		Consistently elicits and reinforces change talk that facilitates client exploration, awareness, and further change talk		

8. Addresses client's ambivalence						
1	2	3	4	5	6	7
Consistently misses/ignores client ambivalence		Recognizes client ambivalence, but does not fully explore or attempt to address it in session		Recognizes ambivalence and consistently addresses it with client		

9. Rolling with client resistance						
1	2	3	4	5	6	7
Argues with client for change by using persuasion, confrontation, inappropriate education or another strategy that evokes resistance.		Acknowledges resistance, argues minimally with client, but seems to lack skill in shifting focus during session		Uses client resistance during session as indicator of a need to change focus, shift direction and explore topic in a non-confrontative fashion		

10. Collaborating with client						
1	2	3	4	5	6	7
Regularly assumes an expert roll, does too much telling, instructing, and advising		Minimal expert role, but does not routinely elicit from client reasons and methods for change,		Works with client, communicates appreciation for client's experience / expertise, asks for permission before giving commentary and advice		

11. Supports Client Self-Efficacy						
1	2	3	4	5	6	7
Consistently misses opportunities to instill hope, has a pessimistic attitude in session, focuses on clients weaknesses, discusses non-feasible change		Communicates hope and optimism inconsistently, misses opportunities to recognize and reinforce client strengths. Awkwardly discusses the feasibility of change		Consistently communicates optimism, hope, and the possibility of client change. Recognizes, communicates and reinforces clients strengths. Discusses feasible change		

Overall Therapist Rating						
12. Use of Active listening skills (questions, reflection, summaries)						
1	2	3	4	5	6	7
Consistently uses one type of skill		Uses a variety of skills		Integrates skills to facilitate MI		

13. Appropriate sequence of MI skills (ORAS)						
1	2	3	4	5	6	7
Inappropriate sequencing and timing in session; too many missed opportunities		More Appropriate sequencing, but routinely misses opportunities to reflect or reinforce important client statements		Appropriate sequencing of MI, uses key questions to direct focus, and elicit change talk; opportunistically reflects / summarizes and develops motivational themes		

14. Overall Spirit of MI expressed in the session						
1	2	3	4	5	6	7
Often argues for change, challenges resistance, takes an expert approach		Minimal arguing, addresses, rarely discusses ambivalence, misses opportunity to elicit/reinforce change talk		Avoids arguing, addresses ambivalence, elicits/reinforces change talk		

15. Overall response of client in session						
1	2	3	4	5	6	7
Argumentative, argued against change, disagreed with counselor statements, not engaged in session, short answers		Less argumentative, agreed with some of therapist statements, engaged slightly, expanded on answers		Made change talk, engaged in session, worked with therapist, argued for change, provided thorough answers		

16. General Effectiveness of therapist interventions in session						
1	2	3	4	5	6	7
Not effective in facilitating MI		Moderately effective in facilitating MI		Extremely effective in facilitating MI		