


What we will do ...


- Brief Tastes of:
 - Motivational Interviewing (MI)
 - Trauma Informed Care (TIC)
 - Cultural Reverence (CR)
- Alignment of MI, CR, and TIC



One Brief Thought

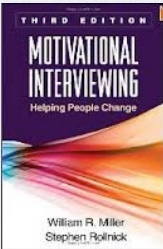
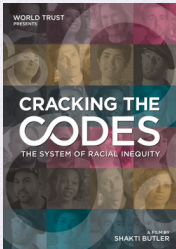
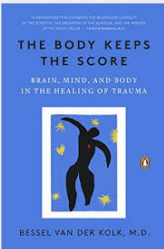
If you treat a person as he is,
he will stay as he is;
But if you treat him as if he were
what he ought to be and could be,
he will become what he ought to be
and could be.


- Johann Wolfgang von Goethe



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Resources








MI is ...

- ... a conversation style.
- ... a brief intervention
- ... a learning process.
- ... Strategic
- ... Intentional
- ... Allows You to Be You

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What MI does ...

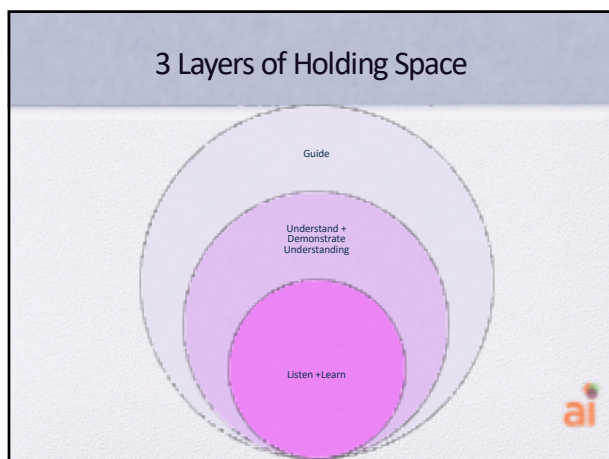
MI helps served persons (and others):

- to feel like they **matter**.
- more respected and **heard**.
- see that **they** have the **power** to make choices and change.
- identify and achieve **their** goals.
- **Sustain** change



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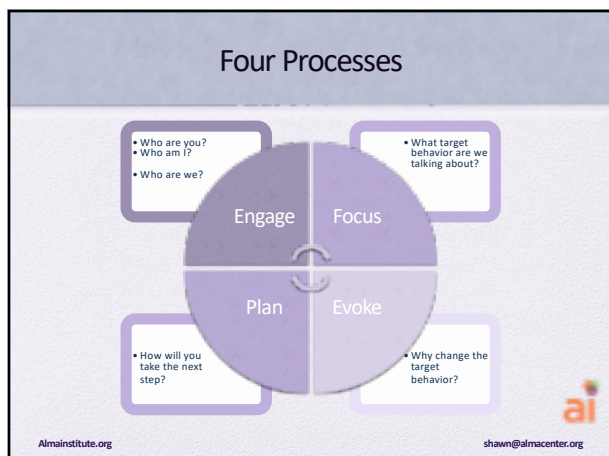
A Taste of MI

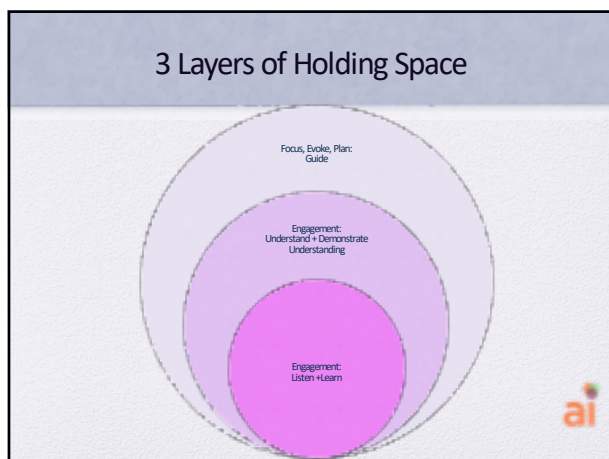
- **Speaker:** Target Behavior
- **Listener:** Ask, Listen, & Learn
 - "Why would you want to make this change?"
 - "How might you go about it, in order to succeed?"
 - "What are the 3 best reasons to do it?"
 - Summarize what you heard.
 - Ask, "What will you do next?"

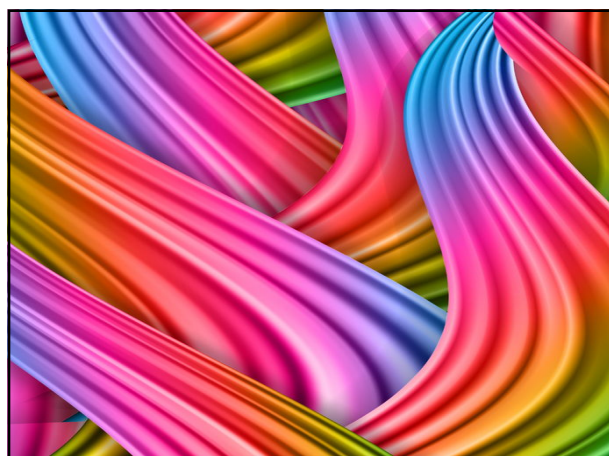
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Guiding with the 4 Processes

Evoking	• Why would you want to make this change?
Planning	• How might you go about it, in order to succeed?
Evoking	• What are the 3 best reasons to do it?

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Authority Figure: Qualities that Evoked ...

Resistance




Growth



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Spirit of MI



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Who is the expert
on the person's life?


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What are the Qualities of Partnership?

- Collaboration of Experts
- Interest & Mutual Respect
- Feels like ...






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Sharing Information in Partnership

- **Discover:** What the person already knows😊!
- **Ask:** permission to add in your two cents, *"All right if I make a suggestion ...?"* (your version)
- **Tell:** information in a neutral manner and **manageable chunks.**
- **Ask:** the person's response to, understanding of the information. **"What do you think?"** **"How does that fit for you?"** (your version)



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Acceptance

Absolute Worth	Autonomy	Affirmation	Accurate Empathy
 <ul style="list-style-type: none"> • Prizes Inherent Worth & Potential • Unconditional Positive Regard 	 <ul style="list-style-type: none"> • Recognizes the FACT of self-direction • Relinquishes a power we never had 	 <ul style="list-style-type: none"> • Acknowledges the persons strengths & efforts 	 <ul style="list-style-type: none"> • Active interest to understand the world from the person's lens

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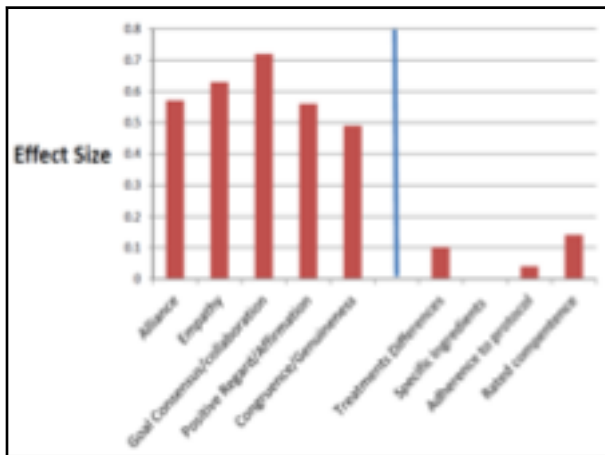
Empathy

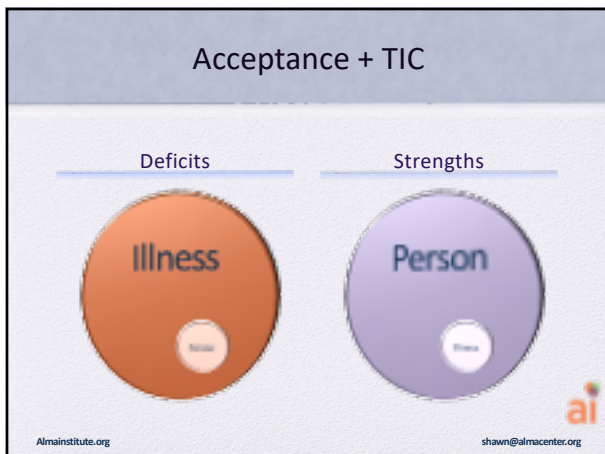
A	PATHY	No response to another's distress	
ANTI	PATHY	Minimizing another's distress	
SYM	PATHY	Feeling sorry for another's distress	
EM	PATHY	Understanding	

	LISTENING	UNDERSTANDING	JUDGING
APATHY	NO	NO	NO
ANTIPATHY	YES	NO	YES
SYMPATHY	YES	YES	YES
EMPATHY	YES	YES	NO

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Noticing & Naming vs. Judging

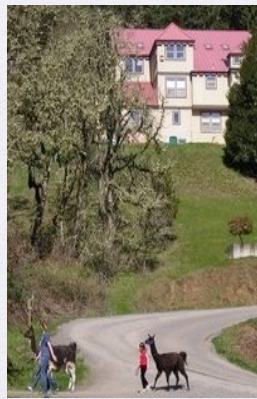
- Discerning (objective)
 - able to see and understand people, things, or situation clearly and intelligently
- Judging (subjective)
 - To regard (someone) as either good or bad



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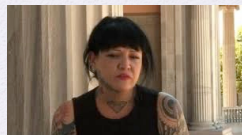
Practicing
Acceptance
is not always easy.



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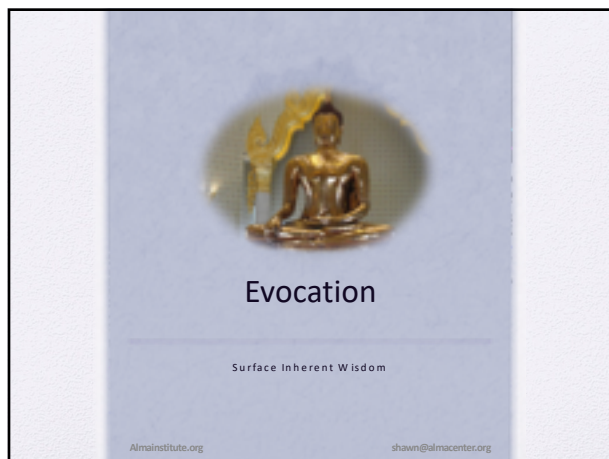
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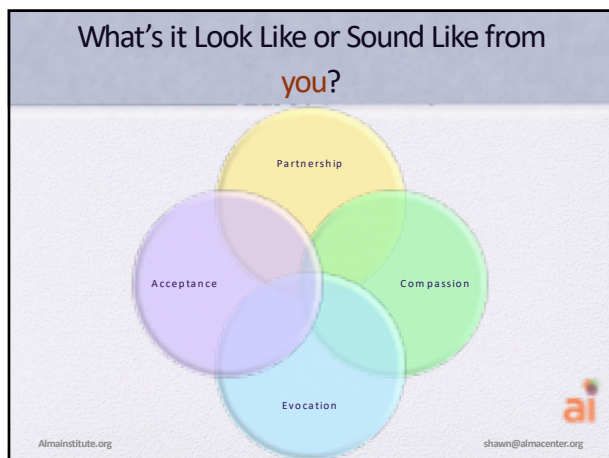
Compassion

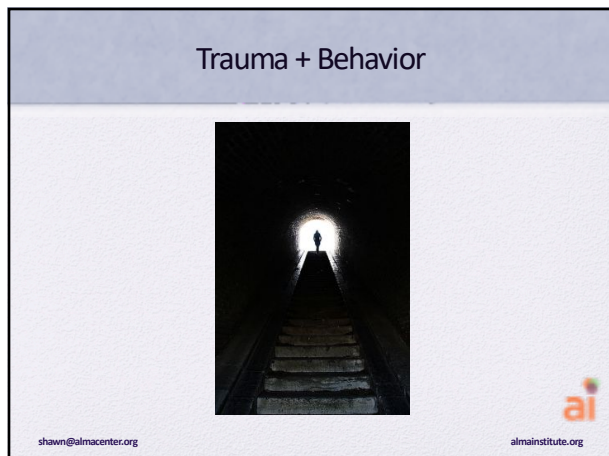


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A Definition of Trauma

- We refer to trauma from a psychological perspective to describe experiences that are emotionally painful and distressing and that overwhelm an individual's capacity to cope. Although there has been some debate about how to define a traumatic event, most definitions agree that when internal and external resources are inadequate to cope with external threat, the experience is one of trauma. The powerlessness that a person experiences is a primary trait of traumatization.
- (Van der Kolk, 2005)



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Impact of Trauma on Cognitive Development

Processing

- Difficulty concentrating & focusing attention
- Cognitive & problem solving challenges
- High levels of restlessness and agitation
- High levels of anxiety


Perception

- False / exaggerated perceptions of reality
- Excessive reactivity to triggers
- Unable to regulate emotions
- Behave aggressively/violently when under stress



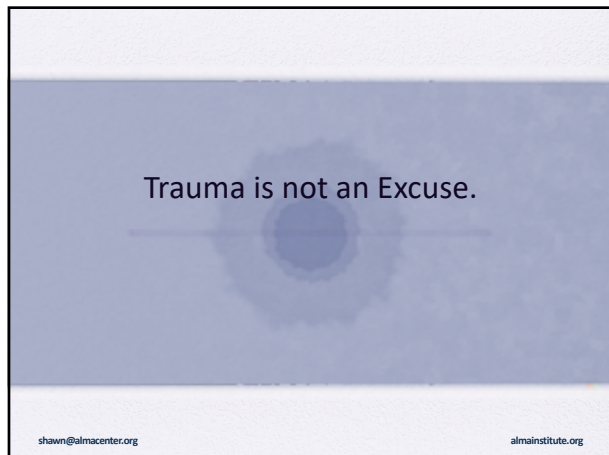
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Adverse Childhood Experience Survey		
QUESTION	Yes	No
Did a parent or other adult in the household often or very often... Swear at you, insult you, put you down, or humiliate you? or Act in a way that made you afraid that you might be physically hurt?		
Did a parent or other adult in the household often or very often... Push, grab, slap, or throw something at you? or Ever hit you so hard that you had marks or were injured?		
Did an adult or person at least 5 years older than you ever... Touch or fondle you or have you touch their body in a sexual way? or Attempt or actually have oral, anal, or vaginal intercourse with you?		
Did you often or very often feel that ... No one in your family loved you or thought you were important or special? or Your family didn't look out for each other, feel close to each other, or support each other?		
Did you often or very often feel that ... You didn't have enough to eat, had to wear dirty clothes, and had no one to protect you? or Your parents were too drunk or high to take care of you or take you to the doctor if you needed it?		
Were your parents ever separated or divorced?		
Was your mother or stepmother: Often or very often pushed, grabbed, slapped, or had something thrown at her? or Sometimes, often, or very often kicked, bitten, hit with a fist, or hit with something hard? or Ever repeatedly hit over at least a few minutes or threatened with a gun or knife?		
Did you live with anyone who was a problem drinker or alcoholic, or who used street drugs?		
Was a household member depressed or mentally ill, or did a household member attempt suicide?		
Did a household member go to prison?		
Add up your "yes" answers -- that's your ACES score		

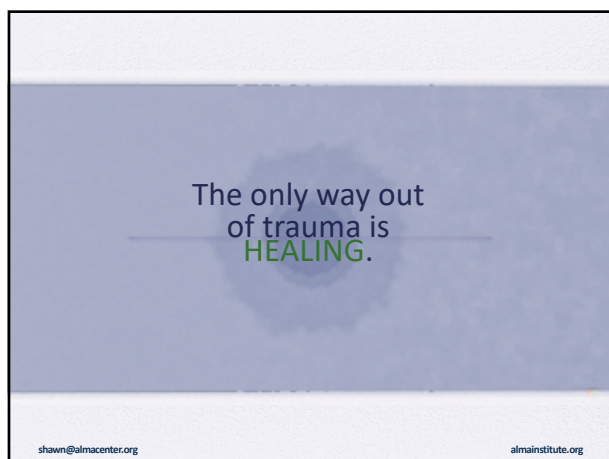


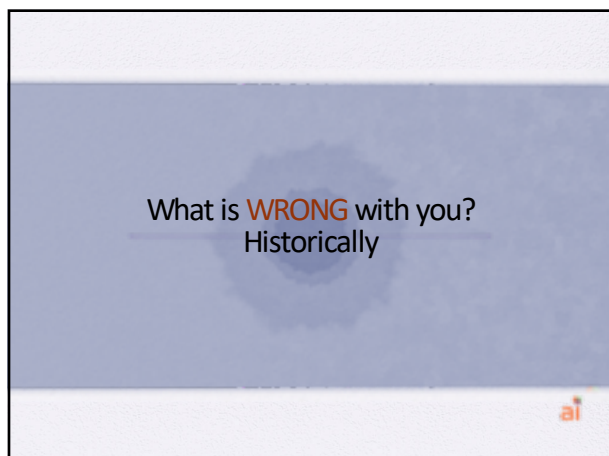
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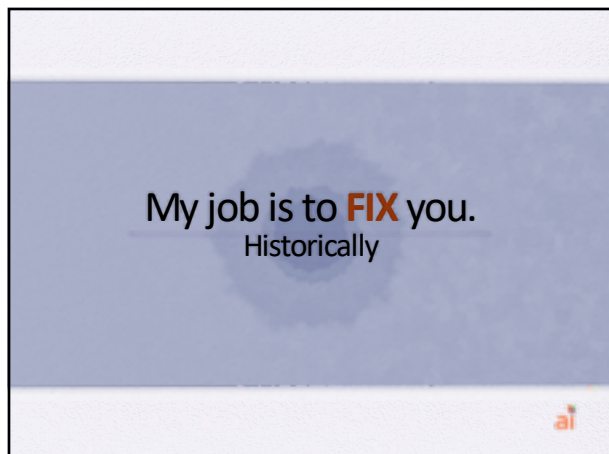
Probability of Outcomes		
Given 100 American Adults		
33 No ACEs	51 1-3 ACEs	16 4-8 ACEs
WITH 0 ACEs 1 in 16 smokes	WITH 3 ACEs 1 in 9 smokes	WITH 7+ ACEs 1 in 6 smokes
1 in 69 are alcoholic	1 in 9 are alcoholic	1 in 6 are alcoholic
1 in 480 uses IV drugs	1 in 43 uses IV drugs	1 in 30 use IV drugs
1 in 14 has heart disease	1 in 7 has heart disease	1 in 6 has heart disease
1 in 96 attempts suicide	1 in 10 attempts suicide	1 in 5 attempts suicide

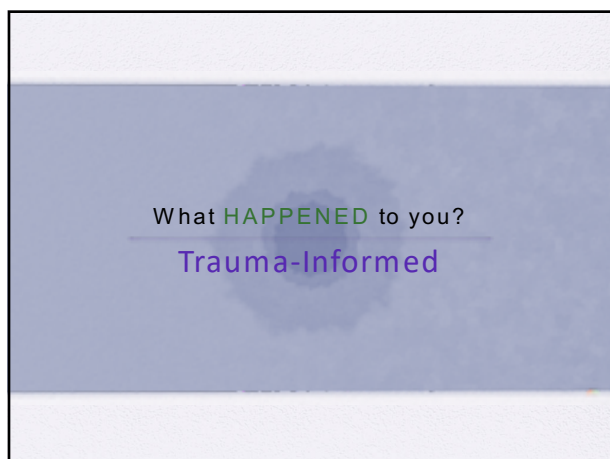


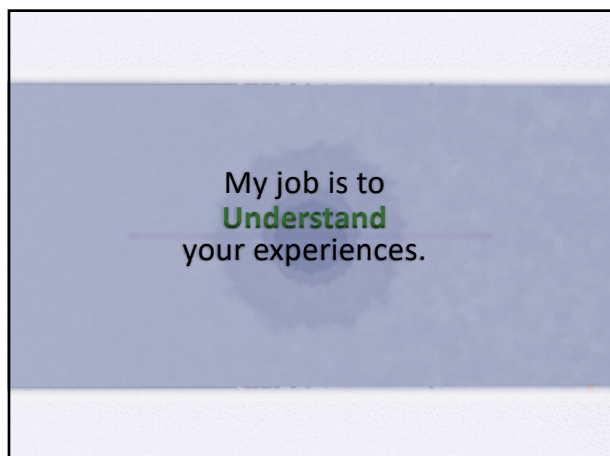


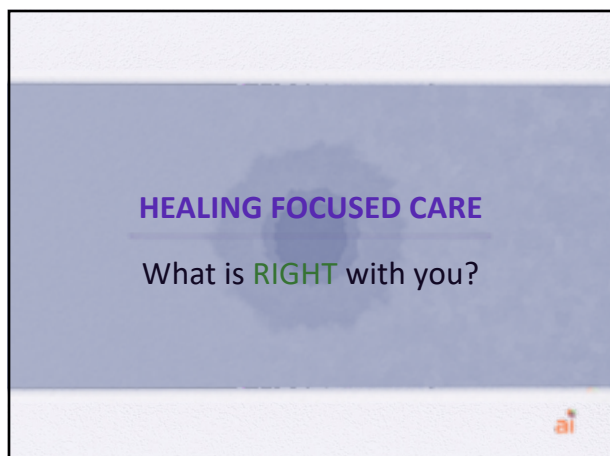


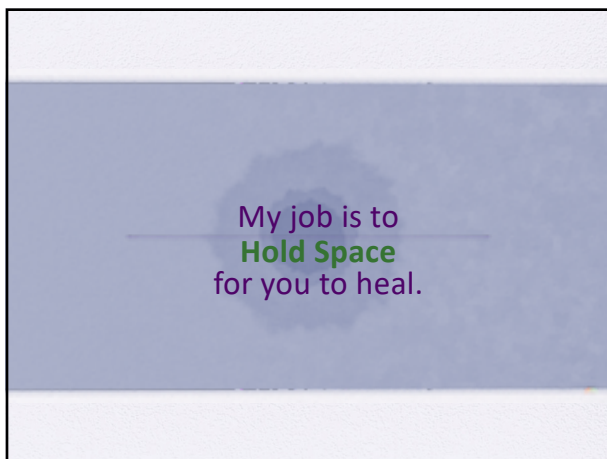


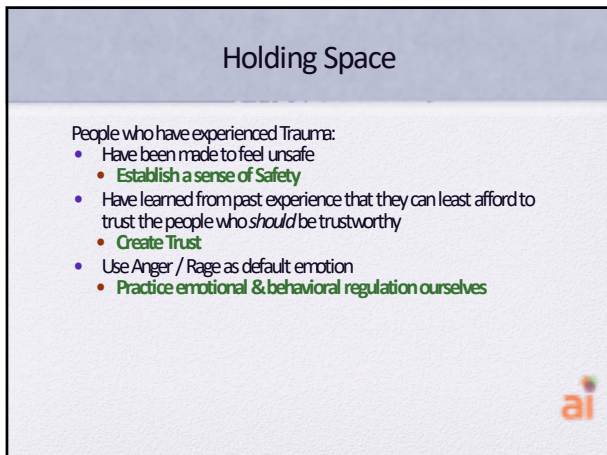














Holding Space

People who have experienced Trauma:

- Are easily triggered
 - Teach emotional & behavioral regulation
- May be challenged in learning new ideas / skills
 - Build self-capacity & opportunity for problem solving and critical thinking
- Have adapted their behavior to survive
 - Provide education on the effects of trauma
 - Re-frame & re-integrate traumatic experiences
 - Meaning-making: find a sense of purpose & future goals (post-traumatic growth)



Vulnerability

“Vulnerability is based on mutuality and requires boundaries and trust. It’s not over-sharing, it’s not purging, it’s not indiscriminate disclosure, and it’s not celebrity-style social media information dumps. Vulnerability is about sharing our feelings and our experiences with people who have earned the right to hear them. Being vulnerable and open is mutual and an integral part of the trust-building process.”

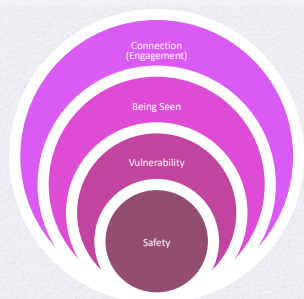
- Brené Brown



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Engagement + MI + TIC



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