

# Observer Sheet: Spirit of MI

Listen for how the interviewer conveys the spirit of MI in body language, words and actions. Write down examples in the appropriate row. Rate each element from 1 (low) to 5 (high).

Elements of MI Spirit	Examples
<p><b>Partnership</b> <i>Demonstrating profound respect for the other; both parties have expertise; dancing rather than wrestling</i></p> <p>1    2    3    4    5 (low)                                    (high)</p>	
<p><b>Acceptance</b> <i>Prizing the other’s inherent worth and potential; providing accurate empathy; supporting autonomy; affirming strengths</i></p> <p>1    2    3    4    5 (low)                                    (high)</p>	
<p><b>Compassion</b> <i>Coming alongside in a person’s suffering; actively promoting the other’s welfare; giving priority to the other’s needs</i></p> <p>1    2    3    4    5 (low)                                    (high)</p>	
<p><b>Evocation</b> <i>Eliciting the person’s own knowledge, wisdom, strengths, and motivation; “you have what you need and together we will find it”</i></p> <p>1    2    3    4    5 (low)                                    (high)</p>	

# Observer Sheet: Four Processes of MI

Listen for how the interviewer guides the flow of the conversation among the four processes. Write examples of what the interviewer says and does within each process.

Four Processes of MI	Examples of what interviewer says and does
<b>Engaging</b> <i>Providing warm welcome, establishing safety and trust, demonstrating genuine interest, offering hopeful presence</i>	
<b>Focusing</b> <i>Clarifying a particular goal or direction for change to explore further</i>	
<b>Evoking</b> <i>Eliciting the person's own motivation for change, exploring ambivalence, drawing out desire, reasons, need, ability, commitment to change; asking about importance and confidence to change</i>	
<b>Planning</b> <i>Developing a specific change plan that the person is willing to implement</i>	

# Observer Sheet: OARS+I

As you hear examples of the interviewer's use of the OARS+I skills, place a hash mark in that row and write down examples of each. Also note any roadblocks you might hear.

Interviewer Responses		Count	Examples
<b>Questions</b>	<i>Open</i>		
	<i>Closed</i>		
<b>Affirmations</b>			
<b>Reflective Statements</b>	<i>Simple</i>		
	<i>Complex</i>		
<b>Summaries</b>			
<b>Providing Information and Suggestions</b> <i>with permission</i>			
<b>Roadblocks</b> - <i>advising, confronting, teaching</i>			

# Observer Sheet: Change Talk

Listen for examples of the five kinds of client change talk. As you hear them, place a hash mark in the appropriate row. Write down examples of each type of change talk you hear.

<b>Change Talk Type</b>	<b>Count</b>	<b>Examples</b>
<b>Desire</b> <i>Want, wish, would like to</i>		
<b>Ability</b> <i>Can, could, would be able to</i>		
<b>Reasons</b> <i>Specific arguments or reasons to change</i>		
<b>Need</b> <i>Urgency, important to, have to (without stating specific reasons)</i>		
<b>Commitment</b> <i>Will, plan to, intend to, going to, willing, ready</i>		