

# The Stages of Change and Use of Motivational Interviewing: Design Document

<i>Business Purpose</i>	<p>This course is designed as a basic introduction to motivational interviewing. Learners will use this as an evidence-based practice while working with individuals in services, so this is meant as an introductory course during onboarding.</p> <p>Following this introduction course, they will practice motivational interviewing in role plays with supervisors in supervision and during their shadowing experience as they ramp up to full productivity for meeting service needs. They will practice these skills in-person and how to effectively document the engagement.</p> <p>The anticipated outcome for this e-learning module is that staff have a basic understanding of motivational interviewing and how it can be used prior to practicing and using this evidence based practice during shadowing and in the field.</p>
<i>Target Audience</i>	Substance use paraprofessionals and peer service professionals in health and human services.
<i>Training Time</i>	25 minutes
<i>Training Recommendation</i>	<ul style="list-style-type: none"> <li>• Online based introductory course, featuring text highlighting the stages of change, factors that influence change, and effective motivational interviewing strategies for use in practice.</li> <li>• The course will include interactive activities to practice each learning objective. It will include matching activities, use of flip cards, a text-based scenario and a storyline block including conversational based MI techniques.</li> </ul>
<i>Deliverables</i>	<ul style="list-style-type: none"> <li>• E-learning Rise 360 Course, with storyline scenario block built in to check knowledge. Rise is recommended so staff can learn during their online self-paced onboarding.</li> <li>• Resource section at the end of the course for the learner to self-explore additional training related material and practice self-paced learning during gaps in their onboarding schedule.</li> </ul>
<i>Learning Objectives</i>	<ol style="list-style-type: none"> <li>1. Identify key behaviors in each of the five stages of change.</li> <li>2. Recognize the four factors that influence change.</li> <li>3. Discriminate useful and poor motivational interviewing techniques to elicit behavioral change.</li> </ol>
<i>Training Outline</i>	<ul style="list-style-type: none"> <li>• Course introduction and learning objectives</li> <li>• The stages of change (learning objective 1)</li> </ul>

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	<ul style="list-style-type: none"><li>○ The learner will be introduced to the five stages of change and identify key behaviors that are present within each stage in a process block.</li><li>○ Learners will practice matching the stage to behaviors present within each stage in an interactive matching block.</li><li>• Factors that influence change (learning objective 2)<ul style="list-style-type: none"><li>○ The learner will explore the four factors that influence change through a flip card activity.</li><li>○ Learners will practice identifying factors that influence change and the stage of change in a text based scenario knowledge check.</li></ul></li><li>• Use of motivational interviewing (learning objective 3)<ul style="list-style-type: none"><li>○ Learners will recognize useful motivational interviewing strategies and how these can be used in each stage of change through interactive activities.</li></ul></li><li>• Learners will “put it all together” in a wrap up knowledge check, which will introduce a SL block with a conversation based scenario. The learner will identify the stage of change and useful MI strategies that can be used based on the scenario presented.</li><li>• Final Assessment: Learner will take an 8 question quiz with an 80% needed to pass. Learner can retake the quiz as many times as needed to pass.</li><li>• Conclusion and course summary: Learner will recognize the learning objectives that they have achieved and will be presented with additional resources for learning about the stages of change and motivational interviewing.</li></ul>
<i>Assessment Plan</i>	Final assessment will be an 8 question examination, with the learner needing to score at least 80% or higher to pass.