

Certified Addictions Counseling Program at the CPD

The University of Denver's Center for Professional Development is proud to offer the seven-course series of trainings required for Certified Addictions Counseling. Interested professionals may take the courses one at a time depending on their schedule and educational needs, or they may attend the Center's "CAC Camp," which includes all seven courses in one intensive series. [Click here](#) for more on CAC Camp.

Additionally, the CPD offers a licensure exam preparation course, available multiple times throughout the year. We also offer a Substance Abuse Consultation Series. For more information about these programs, [click here](#).

Course Title

- Certified Addictions Counseling Series: Motivational Interviewing
- CAC Level II Required Class
- Prerequisite: Addiction Counseling Skills (I have emailed Erin about this because there is no course titled "Addiction Counseling Skills.")

Overview of Training

"Motivational interviewing is a client-centered, collaborative style of conversation designed to strengthen a person's motivation for and commitment to change. MI is counselor-guided in that the counselor is skilled at managing ambivalence, eliciting change-talk and honoring the client's autonomy about taking the next step toward a commonly agreed-upon goal." (Miller & Rollnick, 2010) Over 385 studies to date have demonstrated the effectiveness of the MI model at increasing client engagement, retention and compliance, and improving treatment outcomes. The Center for Substance Abuse Treatment (CSAT) has identified MI as a best practice within the addiction treatment field. All CAC required classes seek to enhance the ability of the counselor to offer treatment services in a manner that respects gender, race and ethnicity, sexual orientation, cultural, familial, systemic and socioeconomic diversity. Research indicates that Motivational Interviewing enhances engagement and effectiveness with minority populations.

Course Content

- a. Background
 - i. Review of the spirit and style of MI including partnership, acceptance, compassion, and evocation first taught in Addiction Counseling Skills class
 - ii. Definition of motivational interviewing, history, role of William Miller and Stephen Rollnick in the development of MI and research that supports MI as a best practice
- b. Processes
 - i. Four elements of MI spirit to include partnership, acceptance, compassion and evocation
 - ii. Four processes in MI that include engaging, focusing, evoking, and planning
 - iii. Motivational Interviewing as an interpersonal style including attitudes and

- beliefs of the counselor using MI
 - iv. Important change elements in MI—exploring both sides of ambivalence (pros and cons)
 - c. Role of resistance and the use of OARS + Informing and Advising
 - i. Understanding that resistance is interpersonal (between counselor and client, and ambivalence is about behavior change)
 - ii. Rolling with resistance and skills for handling sustain talk
 - iii. OARS--open questions, affirmations, reflections, and summaries
 - iv. Informing and Advising – Elicit – Provide – Elicit
 - v. Engagement and Disengagement
 - d. Change talk
 - i. Introduce skills for recognizing, eliciting, and reinforcing change talk from the client (knowledge base)
 - ii. Identification of DARN-C in client material (desire, ability, reasons and need for change and commitment to change)
 - iii. *Optional:* Trainer may add practice with eliciting change talk, commitment to change, and taking steps to change however participants will not be scored on these skills.
 - e. Inconsistent MI behaviors--Traps that promote disengagement
 - i. Assessment Trap- Counselor will question and client will answer, putting the client in a one-down position, creating passivity
 - ii. Expert Trap—Counselor in control asking a string of questions
 - iii. Premature focus trap-Counselor persists in talking about their own perception of the problem creating defensiveness in the client
 - iv. Labeling Trap- Counselor engages in diagnostic labeling with the client
 - v. Blaming Trap- Client shows defensiveness by blaming others for the problem
 - vi. Chat Trap- Counselor engages in extended, non-therapeutic chat with the client
 - f. Practice
 - i. Practice of skills focusing on the use of OARS
 - ii. Use of MI inconsistent behaviors will be addressed with suggestions for how to change or reduce their use
 - iii. Student observers will record the observed basic MI skills in order to give immediate feedback for the student acting as the counselor

Demonstration of Competencies

Upon completion of this training class, as measured by skill demonstration and examination, the participant will be able to:

- a. Verbalize a working definition of MI and the roots and principles of MI framework
- b. Define the core concepts in Motivational Interviewing
- c. Demonstrate the ability to use the OARS through at least one videotaped session that the trainer will use to score the student on the MI adherence scale.
- d. Identify the traps to avoid (MI inconsistent items)
- e. Identify the stages of change and how to determine readiness for change
- f. Recognize, elicit and reinforce the client change by resolving ambivalence
- g. Practice recognizing, eliciting and reinforcing change talk (DARN-C)—*optional*
- h. Demonstrate through videotape practice and feedback, the ability to utilize the OARS: open questions, affirmations, reflections and summaries and the reduction of MI inconsistent items such as giving unsolicited advice, direct confrontation, asserting authority and asking close-ended questions.

Suggested References

- a. **Enhancing Motivation for Change in Substance Abuse Treatment, Treatment Improvement Protocol (TIP) 35:** U. S. Dept of Health and Human Services, Substance Abuse and Mental Health Services Administration, www.samhsa.gov.
- b. **Motivational Interviewing: Preparing People for Change - Third Edition:** William R. Miller and Stephen Rollnick (2013).
- c. **Motivation Interviewing: Preparing People to Change Addictive Behavior:** William R. Miller and Stephen Rollnick (1992).
- d. **Resolving Patient Ambivalence: A Five Session Motivational Interviewing Intervention:** Ann E. Fields (2006).
- e. **Motivational Interviewing and Stages of Change: Integrating Best Practices for Substance Abuse Professionals:** Kathleen M. Tomlin and Helen Richardson (2004).
- f. **Motivational Dialogue: Preparing Addiction Professionals for Motivational Interviewing Practice:** edited by Gillian Tober and Duncan Raistrick (2007).
- g. **Substance Abuse Treatment and the Stages of Change: Selecting and Planning Interventions:** Gerard J. Connors, Dennis M. Donovan, and Carlo C. DiClemente (2004).
- h. **Motivational Interviewing for Health Care Professionals: A Sensible Approach;** Berger and Villaume, American Pharmacists Association (2013).
- i. **Handbook of Motivational Counseling: Concepts, Approaches, and Assessment:** W. Miles Cox and Eric Klinger (2003).
A Toolkit of Motivational Skills: Encouraging and Supporting Change in Individuals, Second Edition: Catherine Fuller and Phillip Taylor (2008).
- j. **The Transtheoretical Approach: Crossing Traditional Boundaries of Therapy:** James O. Prochaska and Carlo C. DiClemente (1994).
- k. **SBIRT, Screening Brief Intervention and Referral to Treatment:**
<http://sbirt.samhsa.gov/>.

1. Videos: Motivational Interviewing Professional Training Series by William R. Miller and Stephen Rollnick. www.motivationalinterview.org.

Instructor Bio

Need Erin's bio