



## Motivational Interviewing

A course offer from Get Berkshire Active

“Consider how hard it is to change yourself and you'll understand what little chance you have in trying to change others”.

## **Understanding issues Behaviour Change and the role of Motivational Interviewing**

### Context

1. It is widely accepted that poor lifestyle choices (such as physical inactivity, poor diet, smoking, alcohol abuse etc) are complicit in a range of causes of ill-health and disease both physical and psychological. Conversely, modifying these risky health behaviours has quantifiably positive outcomes.
2. The issue then is not whether individuals and society (through reduced health care costs) will benefit but, more importantly, it is about how best to motivate people to alter their lifestyle towards positive change.

### Behaviour Change

3. Changing behaviour and adopting 'healthier' lifestyles is notoriously difficult. Moreover, health professionals who are 'experts' in the field of what changes need to be made are rarely experts (because they receive little or no training) in how to help and motivate people to make those changes.
4. Consequently, they often rely simply on 'telling', 'persuading' or 'threatening' individuals that they must make changes. This rarely works and indeed, paradoxically, can increase resistance to change.

### Motivational Interviewing

5. Motivational Interviewing (MI) is a counselling style with well proven techniques that aims to help individuals resolve ambivalence around the issue of behaviour change and supports them in making positive choices in their lives.
6. The concept of motivational interviewing evolved from experience in the treatment of problem drinkers, and was first described by Miller (1983) in an article published in Behavioural Psychotherapy. These fundamental concepts and approaches were later elaborated by Miller and Rollnick (1991) in a more detailed description of clinical procedures.
7. In the intervening years MI has proved popular and successful in helping in other lifestyle related issues such as drug addiction, eating disorders and exercise.

### Training

8. Basic training for health professionals in the generic principles and techniques of MI are available from a variety of providers, in numerous settings. Most courses are generic but some provide more specific context to particular lifestyle issues. Introductions to MI are normally conducted in 2-day course and costs range upwards from a minimum of £250 per individual. Some organisations provide training only at their location; others will provide a whole course at the client's venue.

## GBA Offer

9. GBA offers a 2-day course that covers a brief introduction to generic MI skills and can be tailored to meet specific needs. GBA can either put on a course locally here to which individuals can subscribe or if an organisation can fill a whole course we can come to you to deliver. Ideally numbers would be between 8-12 people. The two day course including full training manual and attendance certificate is £200 per person. If the training is provided for you at your location you will be responsible for providing a suitable training venue.

10. The course will cover:

- Theories and models of behaviour change including the Health Belief Model, the Stages of Behaviour Change (as a basis to decide appropriate approaches for individuals) and the Stages of Fitness model.
- The Spirit of MI (crucial to understand that that outcomes are more related to how the counsellor interacts with the client than the techniques that they use)
- The concepts of MI
  - Understanding and working with ambivalence
  - Dealing with resistance
  - Using Importance and Confidence
  - Eliciting Change Talk
  - Reflective Listening and useful questioning styles
  - Feedback of results (Communicating Risk)
  - Decisional Balance Sheet
  - Goal setting (The Grow Model)

11. The course will be taught and delivered in a facilitative style. Participants should expect a mixture of presentations, discussion, group and partner role play, self and peer evaluation. The course does not lead to a qualification and hence has no written tests, end of course exam etc. It is entirely practical aimed at giving participants extra tools to help them in their roles. The course can be mentally, intellectually and emotionally challenging and thus is most effective when delivered across at least 2-days with reasonable breaks for reflection and re-energizing. However, to get the most out of the training it has been found useful to set up a (at a point around 3 months after the course) a self-reflection process. This normally simply involves those who have attended the training writing up a short reflection of how they have used what they learnt, what works well and what didn't etc.

12. To ensure all material is covered in just two days times would need to be 0900-1630. Participants will be issued with a full training manual and certificate of attendance.

## Course Tutor

13. The course will be delivered by the CEO GBA. See attached for Brett's biography, skills and experience.

### Course Tutor

After completing A-levels Brett studied at Goldsmith's College, University of London where he undertook a Bachelor of Education (Hons) degree in Education with main subject on Physical Education. On completion of this 4 year degree he joined the Royal Air Force as a Physical Education Officer and in his early years was responsible for the delivery of Physical Education, Sport, Adventurous and Fitness training on a variety of units.

In 1993 he was selected by the RAF to undertake an MSc at Loughborough University and on completion of this course in 1995 he returned to the RAF as Officer Commanding RAF Physical Education Research and Development. In this period he researched, designed and delivered the RAF's Fitness and Health Strategy, a strategy revolving around inputs from the Catering, Medical and Physical Education branches. As well as designing the strategy including the type and standards for the new compulsory fitness testing regime Brett also developed the Remedial Training Programme to be delivered by Physical Training Instructors to those who failed the fitness testing programme.

Brett realised that as well as expertise in safe and effective training methods the PTIs would also need to have an understanding of the psychology of behaviour change and become good at one to one 'counselling.' He sought out and worked directly with Dr Steve Rollnick (the co-creator of MI) and developed an MI course with specific emphasis on eliciting behaviour change towards exercise. In 1998 Brett qualified as an International Trainer of Trainers for MI. The course he developed and taught in the RAF was recognised by the European Centre for Behaviour Change.

In 1998-1999 Brett undertook a Master of Philosophy Degree at the University of Birmingham. His research findings led to a number of changes to RAF Officer recruitment and selection around medical and fitness standards. Brett is also qualified as an NLP (Neuro-linguistic Programming) Practitioner and a facilitator for personal, team and leadership development tools such as: Belbin Team Roles, Strength Deployment Inventory (SDI) and Transactional Analysis (TA).

Brett went on to be the Officer Commanding the RAF School of Physical Training, he set up the RAF's first ever Force Development Squadron and he was the Programme lead for the Ministry of Defence's work with the Equality and Human Rights Commission to tackle bullying and sexual harassment in the Royal Navy, Army, RAF and MoD civil service. Later still he was the Support and Operations' Wing Commander at RAF Shawbury and in 2011 he deployed to Helmand Province in Afghanistan where he undertook a 9-month tour of duty working with the United States Marine Corps. His final military role was as the Training and Education lead in the Ministry of Defence HQ for the New Employment Model and Reserve Force realignment.

He left the RAF in 2013 after 27 years to take up his role as CEO of Get Berkshire Active. He has started to deliver MI training again to a range of organisations including Health Diagnostics in Oct 14. Solutions 4 Health in Jan 15, Slough Borough Council in Mar 15 and is due to deliver 3 courses for Wokingham Borough Council in Apr/May 15.