

Motivational Interviewing for Supervisors
Descriptions of Web Courses for Managers
& Resources for Small-Groups (to build skills)

**“Supervisor 5” - Five Web-based courses in Motivational Interviewing
for Supervision and Managers**

- **Comprehensive.** This is an extensive series of five (5) courses in the MI approach. The first web series in the USA of this size for managers and supervision.
- **Engagement.** Built with new software (2015) that is highly engaging – demanding constant interaction, matching, answering and decision-making by the person taking the course.
- **Take One or Use as a Sequence.** Based on the topics, you can take one module or move through the series. You decide. Test at the end of each course lets you know if you have mastered the content before you move on to the next course in the series.
- **Designed to Assist MI in your organization.** This series can be used by supervisors who want to learn to coach staff members or those who want to learn how to support coaches and effectively increase implementation / adoption efforts.
- **Unlimited Access for 1 Year.** All Supervisors / Managers can access courses as many times and as often as they need to for a full calendar year.
- **CEU's.** These courses are certified by NAADCA (substance abuse) and our Center will seek certification for any regional CEU's your court or agency may need.
- **Two Blended Learning Options:**
 - **Option A** -- Web courses are offered with small group resources for skill-building activities. Take a course individually – then meet with other managers to build skills in small group sessions. We offer tools for both.
 - **Option B** -- We also can arrange small “Pods” where supervision can be mentored by content experts using conference call technology (using a 1:1 ratio or a small group 3:1 ratio – three staff to each mentor).

Quick Guide to the “Supervisor 5” Web Courses and “Peer Group 5” Skill-building Resources

Module 1: Successful Implementation and Sustainability of Motivational Interviewing (MI) Practice / Learning Objectives:

1. Define and use the open systems model of organizations to locate Motivational Interviewing (MI) in the organizational environment.
2. List and define the six stages of implementation and apply them to the implementation of Motivational Interviewing.

Module 2: Modeling and Demonstrating MI for Staff / Learning Objectives:

3. Explore opportunities to model the use of Motivational Interviewing in a variety of supervisor/staff interactions.
4. Practice techniques for demonstrating motivational interviewing skills to help staff resolve ambivalence about full commitment to gain MI proficiency.

Module 3: Coaching the Key Skills of Motivational Interviewing / Learning Objectives:

5. Clarify the overlapping roles of supervisor and coach.
6. List skill requirements for supervisors for evaluating MI with their staff.
7. Review the importance of the “four processes of MI” and their relevance for MI competence.
8. Demonstrate, and practice, skills necessary for basic competence in the evoking process of Motivational Interviewing.

Module 4: Small Groups – Practice Methods for Skill Building / Learning Objectives:

9. List the attributes of a good coach - take a longer look at coaching and list the goals and methods for helping staff acquire MI skills.
10. Examine the differences among those you will coach/supervise.
11. Describe how to create a “good enough” learning environment .
12. Describe some steps in the coaching process – demonstrate a typical coaching session.
13. Examine a list of skill deficits that are common to trainees.
14. List the possible settings for conducting a coaching session.

Module 5: Introduction to Coding Motivational Interviewing / Learning Objectives:

15. Review the benefits of coding.
16. Identify what a coder looks for. Will explain what observable interviewer behaviors coders look for and what “codes” those behaviors are given.
17. Explain the term “global measures” and look at what codes these measures are given.
18. Practice coding an actual motivational interview. Learn how coding is like grading an exam, only in this case, the staff submitting a tape does not get a letter grade but rather the coder assigns *a level of proficiency* to the interview.