

# Developing Discrepancy to Move Toward Change

Values Activity: Circle your top 5 (or so) most important values

Achievement	Empathy	Health	Relationships
Adventure	Excellence	Honesty	Religion
Authenticity	Fairness	Humor	Respect for others
Balance	Faith	Integrity	Responsibility
Challenge	Family	Kindness	Security
Commitment	Financial stability	Knowledge	Self-care
Compassion	Freedom	Learning	Self-respect
Concern for others	Friendship	Loyalty	Serenity
Courage	Generosity	Openness	Service to others
Creativity	Growth	Perseverance	Other:_____
Curiosity	Happiness	Power/authority	Other:_____
	Harmony	Recognition	

**Q:** Do you feel there are any ways in which you are not fully living your values?  
Ex: Do you value Health but eat fast food during work days due to a busy schedule? Do you value Friendship but don't make plans to see friends for weeks?

## Focus On One Example

Now let's pick one thing to focus on based on your thoughts above. What is something you would like to change in your life?

1. What are some reasons to make this change?
2. What are some barriers to making this change? i.e. time, money, motivation, etc
3. What are some concrete steps you can take to work toward this change?
4. Who can you enlist to help you in making this change?

What one thing can you commit to doing in the next week to work towards this change?

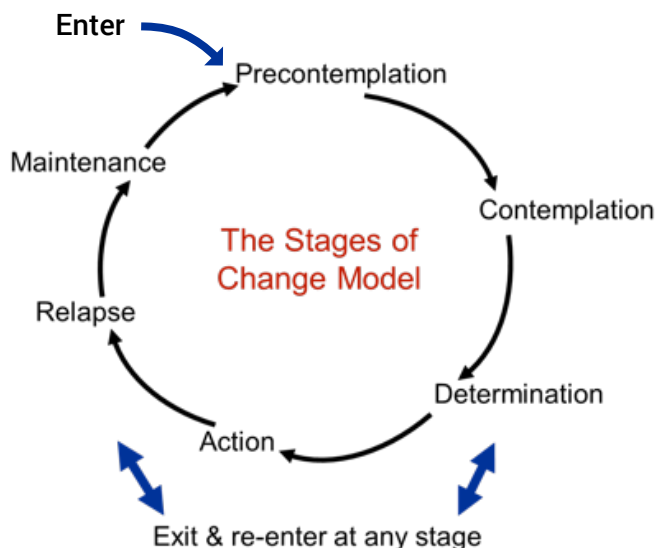
# Motivational Interviewing Cheat Sheet

“A collaborative, person-centered form of guiding to elicit and strengthen motivation for change”

## OARS: Core Skills of MI

- O** Open-ended questions  
Ask questions that elicit more than a yes/no response
- A** Affirmation of strengths  
Identify and verbalize (functional) strengths.
- R** Reflective listening  
Rephrasing what patient said to confirm understanding and build rapport
- S** Summarizing/paraphrasing  
Provide overview of conversation by highlighting key points and strengths

## Stages of Change Model



## The Readiness Ruler

Use scaling questions to explore where the person is at On a scale of 1 to 10.....



### Importance Ruler

How Important is it to you to change this behavior

### Confidence Ruler

How Confident are you that you could make this change?

### Readiness Ruler

How Ready are you to make this change?

**Ex: What puts you at an 8 and not a 4? How can we keep you at an 8?**

**What puts you at a 2 and not a 3 or 4? How can I help you get to a higher number?**

## Basic Principles of MI

Express empathy through reflective listening.

Develop discrepancy between clients' goals or values and their current behavior.

Avoid argument and direct confrontation.

Roll with resistance rather than opposing it directly.

Support self-efficacy & optimism.