



SECTION A: *Overview*

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Introducing

THE MOTIVATIONAL INTERVIEWING BLENDING PACKAGE

The NIDA/SAMHSA Blending Team on Motivational Interviewing (MI) is pleased to provide you with a new package of tools for improving client engagement and retention. The *Motivational Interviewing Assessment: Supervisory Tools for Enhancing Proficiency (MIA: STEP)* package is a collection of tools for mentoring counselors and other clinicians in the use of MI skills during clinical assessments.

During the NIDA clinical trials research the MI assessment protocol improved both client attendance and retention during the first four weeks of outpatient care. The researchers also discovered that the development and maintenance of MI skills was a challenge for the counselors engaged in the study. Participating in workshop training was not sufficient preparation. On going feedback and mentoring were needed in order for most counselors to use MI skillfully. This package of products is meant to be used in the context of clinical supervision or mentoring. Use of these tools can help enhance both counselor MI skills and the quality and nature of the mentoring process. It's a win-win for clients and agency staff alike.

The first section of the package includes briefing materials to assist in introducing the MIA: STEP products to State or County authorities, treatment agency administrators, and clinical supervisors. Included are:

- An announcement template for introducing MIA: STEP,
- An executive summary of the MI assessment,
- An overview of the MIA: STEP Toolkit, and
- A brief interview with an agency treatment director.

The rest of the package includes a more thorough description of the MI assessment interview, results of the NIDA clinical trials research, a number of teaching tools, an interview tape rating guide, demonstration tapes, rating forms, learning plans and a training curriculum for preparing supervisors in the use of the MIA: STEP package.

Some suggestions for the dissemination and promotion of this package are offered later in this section.

ACKNOWLEDGEMENTS

The NIDA/SAMHSA Motivational Interviewing Blending Team, representing participants from the NIDA National Drug Abuse Treatment Clinical Trials Network (CTN) protocol team and the SAMHSA Center for Substance Abuse Treatment Addiction Technology Transfer Centers (ATTC), developed this package. Members included:

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Many others contributed to the development of this package. We gratefully acknowledge the authors of the original interview rating system (Samuel Ball, Ph.D., Steve Martino, Ph.D., Joanne Corvino, M.P.H., Jon Morgenstern, Ph.D., and Kathleen Carroll, Ph.D.). We also want to thank the community treatment program directors and staff members at the Chesterfield Substance Abuse Services in Virginia, Lower East Side Service Center in New York, and ADAPT Inc., ChangePoint, Inc., and Willamette Family Treatment Services, Inc. in Oregon. Without their MI protocol involvement, the development of the MIA:STEP tool kit would not have been possible.

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RECOMMENDATIONS FOR MIA:STEP PRODUCT DISSEMINATION

This section assumes an understanding of dissemination strategies and concentrates instead on appropriate audiences and target groups. You can decide whether to disseminate this product via presentations, e-mail, newsletter articles, mailed announcements, training events, distance learning or other methods appropriate to your service area.

The toolkit is designed to provide supervisors with what they will need to implement and assure the quality of MI assessments. Everything from introducing the concepts in a general way, to providing an in-depth training on implementing the protocol is included. You can select from among a variety of materials depending on the depth of information you want to provide and the audience you are trying to reach.

An important consideration in disseminating this product is that it is most appropriate for agencies whose clinical supervisors and counseling staff have been trained to use Motivational Interviewing. The materials will be most effective when used by clinical supervisors and peer mentors who are both knowledgeable and skillful in the use of MI. Ideally, counselors will also have participated in at least an introductory MI course. The MIA: STEP package includes materials and tools aimed at reinforcing basic MI concepts and skills. It is not meant to form the basis of an introduction to MI.

The following target groups should be considered in your dissemination efforts:

- **Single State Authority (SSA) Administrators:** Presenting an overview of the protocol research results and toolkit to key SSA staff, highlighting the potential for enhanced clinical supervision and improved client retention, may encourage State endorsement and/or help in promoting this toolkit.
- **SSA Training Managers/Coordinators and Addiction Educators in colleges and universities:** The toolkit includes curricula and all materials needed to train others to implement the MI assessment—this could be a key selling point for trainers and educators. The package could be used as a supplement to a general clinical supervision training program, provided participants have already been trained in MI; it is also appropriate as an adjunct to an MI training course for clinical supervisors.
- **Licensing/Monitoring/Quality Assurance Professionals:** Staff in regulatory/monitoring roles are likely, in the course of their work, to deal with agencies that need to improve client retention and/or clinical supervision. If they are at least generally familiar with the MI assessment protocol and the supervisory toolkit, they will be able to suggest it as a resource for agencies in need of such improvement.
- **Treatment Agency Directors and Clinical Supervisors:** a brief overview highlighting the potential for enhanced counselor performance and improved client retention can be an effective way to interest agency administrators and supervisors in learning more about the MI protocol and the toolkit. Emphasizing that MI assessment was tested and implemented in community treatment settings, not strictly academic or research settings, should also be of interest.
- **NIDA National Drug Abuse Treatment Clinical Trials Network (CTN) Node(s):** CTN Community Treatment Providers (CTPs) may be early adopters of Blending Initiative products, given their experience in protocol implementation and their interest in research-based practices. Presenting blending products to the CTPs, in coordination with the Node Principal Investigator

and/or their designees, might be an important part of a dissemination strategy.

- **Professionals from Other Disciplines:** Organizations where clinical assessment is performed, and where MI is used, may also be interested in this protocol. Consider contacting mental health, social service, other (non drug and alcohol) counseling and other (non drug and alcohol) addiction treatment agencies in your service area.

- **Other Opinion Leaders:** Exposing local alcohol and drug planning committees, advisory boards, drug and alcohol councils, certification boards and the like to a brief overview of this protocol can help spread the word informally.

Whatever strategy is used to disseminate and promote the adoption of the MI Assessment protocol, the Blending Team encourages you to document and share those strategies and activities that you find effective.

