



# MICA Coding and Coaching FAQ

Guidance to get the most out of your MICA Coding and Coaching

## **How will the MICA help me learn Motivational Interviewing?**

Working from a clinical perspective, the MICA is designed to be a coaching tool that draws upon a variety of evidence-informed and evidence-based tools, theories, and practices. It can assess if a practitioner is operating with the intention of Motivational Interviewing as well as strategically responding to both sustain talk and change talk. It provides you a structure to reflect on prior to entering a MI-based conversation, and the MICA report/coach will provide insights on how close your communications aligned with MI, as well as potential targets for improvement.

## **Where do I submit my recordings for the MICA?**

Please go to our website at [www.IFIOC.com](http://www.IFIOC.com), there is a “Audio Upload” button at the top of the page. Submit your audio there.: <http://www.ifioc.com/audioupload> If any questions arise, e-mail Jan Grothe at [jan.grothe@ifioc.com](mailto:jan.grothe@ifioc.com)

## **How long should my recordings be?**

Individuals who find the MICA coding and coaching process the most beneficial submit recordings that are a minimum of 10 minutes long, and have a beginning, middle, and end. We suggest most recordings be around the 15-20-minute mark to ensure we can provide you with accurate feedback of where you were person-centered, where you demonstrated MI, and possibly opportunities for improvements.

If you upload an audio file longer than 20 minutes, you can choose to identify the 20 minute segment you would like coded. If you have no preference, we will listen to the first 12 minutes and the last 8 minutes of the entire recording.

## **Can a co-worker and I submit a combined our recording?**

That is not a recommended strategy, because it can be difficult to differentiate multiple voices on a coding tape, and the MICA is designed to provide an individual direct feedback on their MI communication skills.

## **Who do I record with?**



We recommend that your conversations are with the population you serve. However, if this feels too uncomfortable for you, and your MI project allows it, you could do the first or second recording with a friend or family member. But for a recorded session to achieve competency in MI, it must be someone from the population you serve.

## **What's the best way to ask for permission to record the conversation?**

Being transparent and honest is a great way to start. Explain the recording is about your professional development and ensures they get the best customer service. Ultimately, you'll find the right meaning and language for your individual situation.

## **After I get my coding back, how can I get the most out of it?**

Listen to your recording while looking through your coding report, and note the time stamps where you excelled in the conversation, and where there were targets for improvements. Even re-listening to your session without any feedback will give you insights. Take advantage of the individual coaching with a MI expert who coded your session. Schedule a time with your coach and use the time in any way you feel will most advance your MI knowledge and skills. The MI coach will tailor the conversation in whatever best meets your needs. It's best to focus on two to three strategies for your next recording and you will want to record your next shortly after your coaching call when the feedback and strategies are fresh and your mind.

## **Should I schedule a coaching meeting?**

Yes! You can make it as short as you want, but take the time to meet even briefly with your coach to get feedback, encouragement and support. Coaching sessions are never longer than 30 minutes. If you find it value-added, you could combine a coaching session with a co-worker for a longer session, or so you both can learn from each other's progress.

## **What is a Competent MICA score?**

MI competency is reached when you have two consecutive recordings that score competent or higher. There are 2 ways to think about competency in MI

- 1.) If your Overall MI Score is an 8 or higher, that session measures as competent. The Overall MI Score is the averaged score the two MI Strategies (maximum average score is 5) added to the averaged score of the five MI Intentions (maximum average score is 5)



- 2.) If you are looking at each of the individual domains of the two MI Strategies and/or the five MI Intentions, a individual score of 4 is competent MI, and 5 is proficient MI.

### **What format can I submit the audio in?**

IFIOC accepts many formats for audios including MP4, OGG, m4a, WAV, Doc, PDF, Txt, rtf, zip.