

MICA STRATEGIES and INDICATORS	1 Fundamentally Inconsistent (no effort)	2 Generally Inconsistent (random/misguided)	3 Client-Centered (emerging effort)	4 Competent MI (successful effort)	5 Proficient MI (skilled MI)
<p>SUPPORTING AUTONOMY & ACTIVATION</p> <p>This scale measures the extent to which the practitioner encourages and supports the client's autonomy and freedom to choose, as well as empowering, addressing and affirming the client's self-efficacy (confidence) and personal agency (belief in ability to effect change by their actions). The practitioner works from an assumption that individuals have an innate desire and capacity for evolution and growth. The practitioner operates from a strength-based approach that draws out and supports the client in putting their goals, values and choices into action. The practitioner moves beyond praise and actively provides meaningful affirmations that support and empower the client.</p>					
<p>GUIDING</p> <p>This scale measures the practitioner's Intention to navigate the conversation towards the goal of the referral, presenting problem, target behavior or topic of concern. The practitioner works with the client to elicit insights, ideas, motivations, resources and potential next steps in an efficient and productive manner that keeps the session moving forward towards a solution or resolution. The practitioner helps the client remain/regain focus on the long-term goals while effectively moving through current and relevant issues, struggles, situations or barriers.</p>					
<p>EXPRESSING EMPATHY</p> <p>This scale measures the practitioner's Intention to: actively listen without judgment; grasp the client's thoughts, feelings, experiences, and perspective; and to convey that understanding to the client. Strategies include reflective listening, validation of the client's reality, and all of the efforts the practitioner makes to understand the client's inner experience and effectively communicate that to the client. Successfully expressing empathy generates positive client responses such as "yes," "exactly," "that's it," and "right."</p>					
<p>PARTNERING</p> <p>This scale measures the extent to which the practitioner fosters a collaborative process with the client as two equal partners who are working together towards the client's goals. The client is the acknowledged decision-maker regarding their life and is supported in the lead role. The MI practitioner is the key consultant who provides relevant and appropriately timed knowledge, expertise, insights and observations that support and advance the client outcomes.</p>					
<p>EVOKING</p> <p>This scale measures the extent to which the practitioner elicits the client's perspective on their own thoughts, barriers, knowledge, feelings, ideas, motivators, goals, values and solutions regarding the target behavior and change. The practitioner operates both from a place of genuine curiosity and from a belief that the motivation for change and the ability to change exists within the client. The practitioner skillfully elicits, explores and expands these client perspectives on change</p>					

<p>STRATEGICALLY RESPONDING TO SUSTAIN TALK</p> <p>This scale is intended to measure how well the practitioner understands the role of sustain talk (ST) in the change process and strategically responds to it during the conversation. There are situations where the client has a need to explore/explain the reluctance to change, obstacles related to change, concerns regarding change, 'stuckness,' or desire for status quo. The practitioner responds to ST to express empathy, provide validation or build engagement/rapport so that the client feels heard, seen and understood. When managed successfully, the amount, strength and duration of ST decreases or diminishes, the client transitions towards CT, and there is significantly less (if any) response to ST other than as a source to find/identify and cultivate change talk (CT).</p>					
<p>STRATEGICALLY RESPONDING TO CHANGE TALK</p> <p>This scale is intended to measure how well the practitioner understands the role of change talk (CT) in the change process and strategically responds to it during the conversation. The practitioner strategically listens for, responds to, evokes and strengthens client statements of desire, ability, reasons, need, commitment or movement towards change. There is curiosity and exploration about why change would/could occur which increases the exploration of and readiness for change. As a result, CT increases, strengthens and deepens over the course of the conversation, and may be shifted into commitment talk over the course of the conversation.</p>					
<p>Reflections Tally:</p>	<p>Questions Tally:</p>				

