
Specialist Certification in Health Coaching for Corporate Wellness

Motivational Interviewing Techniques

Motivational Interviewing (MI) is a client-centered, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence. It is a collaborative, goal-oriented style of communication with particular attention to the language of change. MI is designed to help clients overcome their ambivalence and make positive changes in their behavior. The following key terms and vocabulary are essential to understanding and implementing Motivational Interviewing Techniques in health coaching for corporate wellness:

1. **Ambivalence**: Ambivalence is the state of having mixed feelings or contradictory ideas about something. In the context of MI, ambivalence refers to a client's simultaneous desire to change and resistance to change.
2. **Change Talk**: Change talk refers to a client's statements that express a desire, ability, reasons, or need for change. It is an essential component of MI as it indicates the client's readiness to change.
3. **Sustain Talk**: Sustain talk refers to a client's statements that express a desire or intention to maintain the status quo or continue with current behaviors. It is important to recognize and address sustain talk in MI to help clients move towards change.
4. **DARN-CAT**: DARN-CAT is an acronym for key types of change talk that can be elicited in MI sessions. It stands for Desire, Ability, Reasons, Need, Commitment, Activation, and Taking steps. These are important categories of client statements that indicate readiness for change.
5. **OARS**: OARS is an acronym for key communication skills used in MI. It stands for Open-ended questions, Affirmations, Reflective listening, and Summarizing. These skills help health coaches engage clients in a collaborative and non-confrontational manner.
6. **Open-ended Questions**: Open-ended questions are questions that cannot be answered with a simple "yes" or "no." They encourage clients to share their thoughts, feelings, and experiences more fully, leading to deeper exploration and understanding.
7. **Affirmations**: Affirmations are statements that acknowledge and validate a client's strengths, efforts, and positive qualities. They help build rapport, enhance self-efficacy, and reinforce the client's motivation for change.
8. **Reflective Listening**: Reflective listening involves paraphrasing or reflecting back what the client has said to demonstrate understanding and empathy. It helps clients feel heard and encourages them to explore their thoughts and feelings further.
9. **Summarizing**: Summarizing involves condensing and recapping key points from the conversation. It helps clients see patterns, gain clarity, and stay focused on the topic at hand.

10. **Eliciting Change Talk**: Eliciting change talk involves asking questions and making reflections that encourage clients to verbalize their motivations, reasons, and intentions for change. This process helps amplify the client's readiness for change.
11. **Rolling with Resistance**: Rolling with resistance involves responding to client resistance in a non-confrontational, empathetic manner. Instead of opposing resistance, health coaches aim to understand its source and work collaboratively with the client to overcome it.
12. **Developing Discrepancy**: Developing discrepancy involves helping clients recognize the gap between their current behavior and their goals, values, or aspirations. By highlighting this dissonance, health coaches can motivate clients to consider change more seriously.
13. **Supporting Self-efficacy**: Self-efficacy refers to a client's belief in their ability to successfully make changes. Health coaches can support self-efficacy by acknowledging and reinforcing the client's strengths, skills, and past successes.
14. **Change Plan**: A change plan is a structured outline of the steps, strategies, and resources needed to achieve a specific behavior change. It includes specific goals, action steps, potential barriers, and support systems.
15. **Decisional Balance**: Decisional balance involves weighing the pros and cons of changing versus staying the same. Health coaches can help clients explore their ambivalence by examining the benefits and drawbacks of both options.
16. **Readiness Ruler**: A readiness ruler is a visual tool used to assess a client's readiness to change on a scale from 1 to 10. It helps clients reflect on their motivation and commitment to change and can guide the direction of the conversation.
17. **Agenda Setting**: Agenda setting involves collaboratively determining the focus and goals of the coaching session. By establishing a shared agenda, health coaches can ensure that the conversation is relevant, meaningful, and goal-oriented.
18. **Empathy**: Empathy is the ability to understand and share the feelings of another person. In MI, empathy is essential for building rapport, creating a safe space for exploration, and demonstrating genuine care and concern for the client.
19. **Autonomy**: Autonomy refers to the client's right and ability to make decisions about their own life and behavior. MI respects and supports client autonomy by empowering them to explore their values, goals, and choices.
20. **Resistance**: Resistance is the reluctance or opposition to change. In MI, resistance is viewed as a natural response to ambivalence and is seen as an opportunity for exploration and understanding rather than a barrier to change.
21. **Self-determination Theory**: Self-determination theory is a psychological framework that emphasizes

the importance of autonomy, competence, and relatedness in motivating behavior change. MI aligns with this theory by promoting autonomy and self-directed change.

22. **Preparatory Change Talk**: Preparatory change talk involves statements that indicate a client's willingness to consider change, explore options, and plan for action. It is a precursor to commitment and action-oriented change talk.
23. **Mobilizing Change Talk**: Mobilizing change talk involves leveraging the client's expressions of desire, ability, reasons, and need for change to build momentum towards action. Health coaches can amplify and reinforce change talk to enhance motivation.
24. **Decisional Balance Worksheet**: A decisional balance worksheet is a tool used to help clients visually weigh the pros and cons of changing a specific behavior. It facilitates reflection, exploration, and decision-making in the change process.
25. **Change Talk Ratio**: The change talk ratio refers to the proportion of change talk versus sustain talk in a coaching conversation. A higher change talk ratio is associated with greater client readiness for change and predicts better outcomes.
26. **Cultivating Hope**: Cultivating hope involves instilling optimism, belief, and confidence in the possibility of change. Health coaches can nurture hope by highlighting past successes, setting realistic goals, and providing encouragement and support.
27. **Barriers to Change**: Barriers to change are obstacles, challenges, or limitations that may impede a client's progress towards behavior change. Health coaches can help clients identify, address, and overcome these barriers to enhance motivation and success.
28. **Motivational Interviewing Spirit**: The motivational interviewing spirit encompasses the core attitudes and principles of MI, including collaboration, acceptance, compassion, and evocation. It sets the tone for the coaching relationship and fosters a supportive and non-judgmental environment.
29. **Agreeing with a Twist**: Agreeing with a twist involves validating a client's perspective or feelings while gently introducing a new perspective or alternative viewpoint. It is a subtle way to challenge resistance and open up new possibilities for change.
30. **Change Talk Strategies**: Change talk strategies are specific techniques used to elicit, reinforce, and amplify client expressions of motivation and commitment to change. These strategies help health coaches engage clients in meaningful conversations about behavior change.
31. **Affirmative Statements**: Affirmative statements are positive, encouraging, and validating remarks that acknowledge a client's strengths, efforts, or progress towards change. They help boost self-esteem, confidence, and motivation.
32. **Values Exploration**: Values exploration involves helping clients identify and clarify their core values, beliefs, and priorities. By aligning behavior change goals with personal values, clients can find deeper

meaning, purpose, and motivation for change.

33. **Change Strategies**: Change strategies are specific action steps, techniques, or interventions designed to support behavior change. Health coaches can collaborate with clients to develop personalized strategies that are realistic, feasible, and sustainable.

34. **Motivation Enhancement**: Motivation enhancement involves techniques and interventions aimed at increasing a client's motivation, readiness, and commitment to change. Health coaches can use MI principles to enhance intrinsic motivation and personal empowerment.

35. **Self-reflection**: Self-reflection involves introspection, self-awareness, and examination of one's thoughts, feelings, and behaviors. Health coaches can encourage clients to reflect on their values, goals, strengths, and challenges to promote insight and growth.

36. **Resilience Building**: Resilience building involves cultivating adaptive coping skills, positive mindset, and emotional strength to overcome setbacks, obstacles, and stressors. Health coaches can help clients build resilience to sustain behavior change efforts.

37. **Goal Setting**: Goal setting involves establishing specific, measurable, achievable, relevant, and time-bound objectives for behavior change. Health coaches can guide clients in setting SMART goals that are meaningful, motivating, and achievable.

38. **Motivational Interviewing Techniques**: Motivational interviewing techniques are specific skills, strategies, and approaches used to facilitate behavior change in a client-centered, collaborative manner. These techniques are grounded in MI principles and aim to enhance motivation and commitment.

39. **Empowerment**: Empowerment involves supporting, encouraging, and facilitating a client's sense of control, agency, and self-efficacy. Health coaches can empower clients by fostering autonomy, choice, and responsibility in the change process.

40. **Self-compassion**: Self-compassion involves treating oneself with kindness, understanding, and acceptance, especially in the face of setbacks, challenges, or self-criticism. Health coaches can help clients cultivate self-compassion to promote resilience and well-being.

41. **Motivational Interviewing Skills**: Motivational interviewing skills are the core competencies and proficiencies required to effectively practice MI, including active listening, empathy, reflection, and collaboration. Health coaches can develop and refine these skills through training and practice.

42. **Feedback**: Feedback involves providing information, observations, or reflections to clients about their behavior, progress, or goals. Constructive feedback can enhance self-awareness, motivation, and accountability in the change process.

43. **Behavior Change Techniques**: Behavior change techniques are evidence-based strategies used to modify habits, behaviors, and lifestyle choices. Health coaches can apply a variety of techniques, such as goal setting, self-monitoring, and reinforcement, to support sustainable behavior change.

44. **Motivational Interviewing Principles**: Motivational interviewing principles are the guiding beliefs, values, and ethics that underpin the practice of MI, including collaboration, autonomy, empathy, and evocation. These principles inform the coaching approach and shape the therapeutic relationship.
45. **Resistance Resolution**: Resistance resolution involves addressing and resolving client resistance through empathy, reflection, and collaboration. Health coaches can help clients explore the underlying reasons for resistance and work together to overcome barriers to change.
46. **Decision Making**: Decision making involves the process of choosing between alternatives, evaluating options, and committing to a course of action. Health coaches can support clients in making informed, values-based decisions that align with their goals and values.
47. **Motivational Interviewing Model**: The motivational interviewing model is a framework that outlines the key components, stages, and processes of MI, including engaging, focusing, evoking, and planning. This model provides a structured approach to behavior change conversations.
48. **Self-awareness**: Self-awareness involves being conscious of one's thoughts, emotions, and behaviors. Health coaches can cultivate self-awareness to enhance their ability to empathize, communicate effectively, and build strong therapeutic relationships.
49. **Behavior Change Goals**: Behavior change goals are specific, measurable objectives that clients set to achieve desired outcomes or improvements in their health and well-being. Health coaches can collaborate with clients to set realistic and achievable goals.
50. **Motivational Interviewing Strategies**: Motivational interviewing strategies are the techniques, tools, and approaches used to facilitate behavior change conversations, elicit motivation, and support client autonomy. These strategies help health coaches engage clients in meaningful and transformative dialogues.

In conclusion, Motivational Interviewing Techniques are essential skills for health coaches working in corporate wellness settings. By mastering the key terms and vocabulary associated with MI, health coaches can effectively engage clients, elicit motivation, and support behavior change in a collaborative and empowering manner. By incorporating these concepts into their coaching practice, health coaches can enhance client outcomes, promote sustainable change, and facilitate personal growth and well-being.