

Could Motivational Interviewing help us in our interaction with our registrars?

If so when would this approach be inappropriate?

Perfectionists

anxious
self critical
low self esteem
indecisive
never good enough



Motivational Interviewing

Huge evidence base involving long term outcomes

Originally based on observations of counselling techniques use with alcoholics.

Definition

Working with a client to change behaviour that is not consistent with personal goals

People cannot change their behaviour unless they feel good about themselves

Discuss in relation to Registrars with particular reference to the e -portfolio.
eg NFD as an assessment at every review until the last one.

- 1 Readiness
- 2 Importance
- 3 Confidence

Interactional skills

- Open ended questions
- Affirmations
- Reflective listening
- Summarising
- O.A.R.S

- Engage in relationship/build self efficacy
- Focus Seeking and maintaining direction
- Evoke change talk
- Plan Commit to change and plan
- Confidence scales/decisional balance/explore ambivalence

Ways to build self efficacy

- [encourage confidence in own ability to change]
- 1 Past experience
- 2 Vicarious experience
- 3 Social persuasion
- 4 Physiological feeling

- Partnership not Paternalism
- Collaboration not Confrontation
- Evocation not Education
- Exploration not Explanation



ROLE PLAY?

- ST3 6 months into training year. You have noticed in joint surgeries that she has a tendency to railroad patients down physical agendas, tends to excessively rule out red flags.
- You receive negative feedback from 2 patients who became v anxious following consultations with her, she had picked up on minor features of the medical history, become inappropriately anxious about a serious medical diagnosis and excessively safety netted to the extent that the patient phoned for reassurance later in the day.
- The conversation with her made the patient more anxious and the patient had consulted one of your partners the following day who settled things down and reassured the patient.
- Your partner has asked you to speak to your Registrar.



When is MI not appropriate?