Moving through the "Stages of Change"
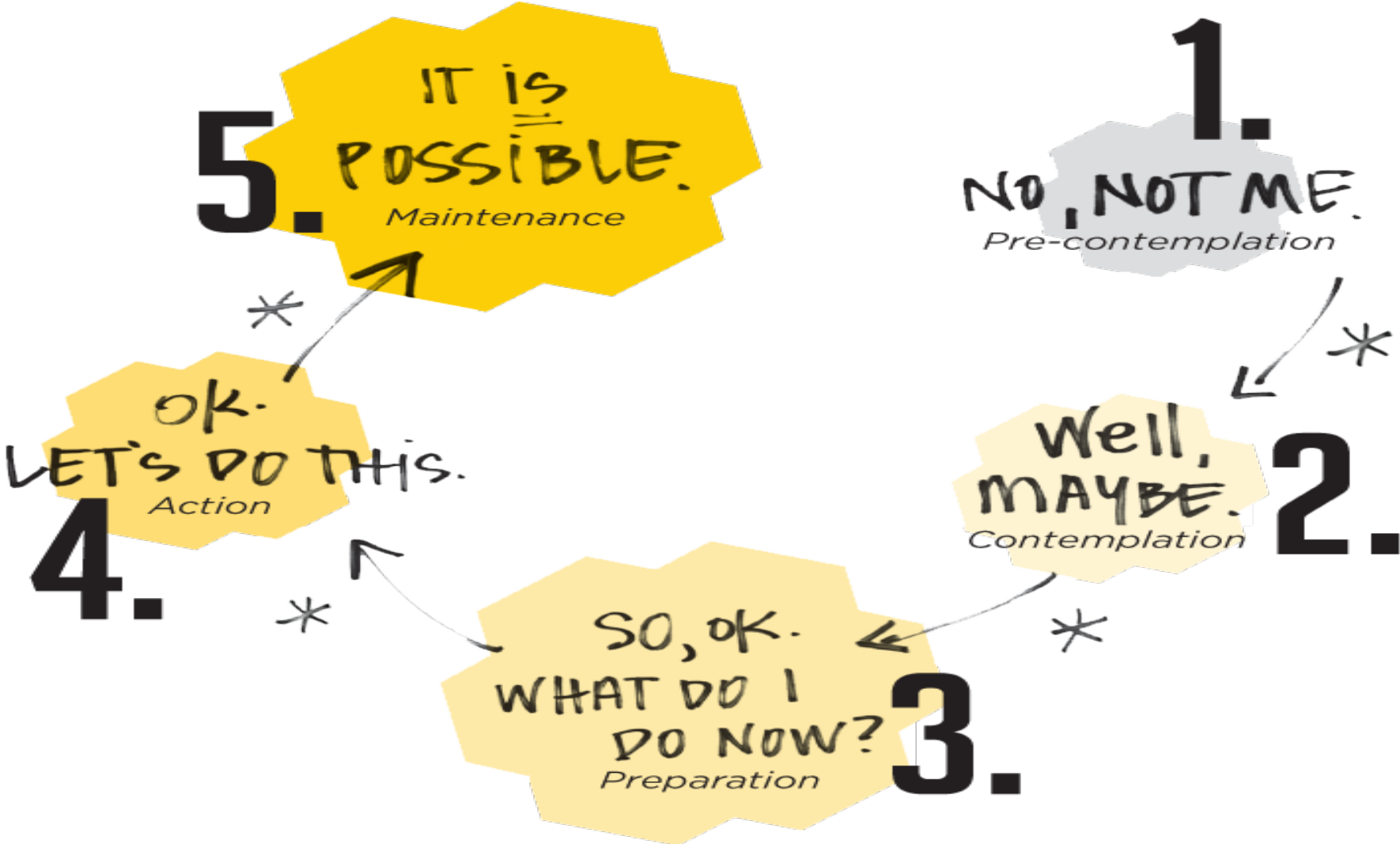
How do I connect?
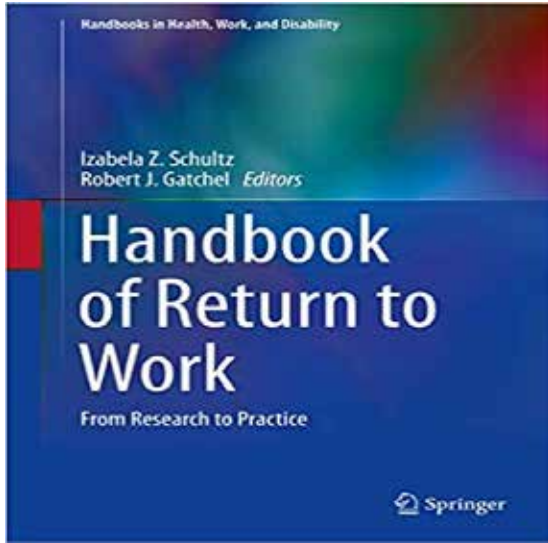# Tips from Motivational Interviewing

A. <u>Engaging</u>: Establish a positive, helpful connection & working relationship
   a. Build trust to get honest information
   b. Understand person's perspective while being transparent about requirements
      i. What concerns do you have about your ability to undertake your work?
      ii. What else should I know about your worries?

B. <u>Focusing</u>: Develop & maintain conversation about change in a specific direction (reinforce **change** talk)
   a. Support self-efficacy: If the person mentions a positive intention, recognize and reinforce
   b. Responsibility for maintaining change rests with the individual, so hand it to them
      i. What work tasks do you think will be easiest to do? Or what do you think you can do?
      ii. What tasks might you need help with?
      iii. What changes or supports might help you do your tasks?

How do I support change?
Tips from Motivational Interviewing

C. **Evoking**: elicit *their* motivations for returning to work
                    (*yours* do not matter)
    a. To gain the information required to increase motivation, listen
    b. Avoid giving advice, focus on asking open-ended questions to understand their ambivalence
        i. Tell me about the benefits of returning to work, for you.
        ii. What are benefits of returning to the office?
                -convenience, time away from family, 'leaving' things at work
        iii. What are your long-term work goals?

D. **Planning**: develop commitment via a
            Specific, **M**easurable, **A**chievable, **R**elevant, **T**ime-bound Plan
    a. Tell me about your work tasks so we can create a plan together

Jensen M.P. (2016) Motivational Interviewing for Enhancing Return to Work. In: Schultz I., Gatchel R. (eds) Handbook of Return to Work. Handbooks in Health, Work, and Disability, vol 1. Springer, Boston, MA. https://doi.org/10.1007/978-1-4899-7627-7_21

There's very little research on MI and RTW, so we have work to do!
In these possibly difficult conversations, MI provides a useful structure for meeting the person "where they're at" and lowering defensiveness.

A systematic review: Motivational interviewing as a method to facilitate return to work
https://www.ncbi.nlm.nih.gov/books/NBK482096/pdf/Bookshelf_NBK482096.pdf

Despite the scarce evidence, the results of this systematic review suggest that MI may be an effective method to facilitate return to work. Further investigation, including populations with less severe conditions is required to verify this potential.