

Dr. Elizabeth Graves
Motivational Interviewing Training Package Sheet
2022



“We do not rise to the level of our goals, we fall to the level of our training.” ~ Archilochus

Training Approach:

My approach to facilitating learning is outcome-based and extremely experiential. In training, we are up and down, mingling, engaging, practicing, and having fun. As this may not be everyone’s preferred learning style, I encourage you to discuss this with your staff to be sure that I am a good match for your team. Motivational Interviewing is an interpersonal practice, so learning MI can feel vulnerable (learning in public can be challenging). Therefore, I support group learning by being invitational, gracious, and experimental. In short, while interactive and engaging, my training approach is also gentle, nonjudgmental, compassionate.

Recommended Training Models:

1. **5/5 Model: (5 Days Over 5 Months):** This is the Standard-of-Care Model. I prefer it because I have found that, by far, it has the most yield for clinicians and sites – meaning: they learn the most MI and learn it the most deeply. In a 5 day training spaced out over 5 or more months, people can learn at a reasonable, ladder pace and practice with their clients in between training sessions. This then allows them to bring in case examples of interactions they want to replay and rescript. Although this model isn’t feasible for all sites, having trained this model for a couple years with large districts and agencies, I have found that, by far, it has the best efficacy outcomes – and that their proficiency lasts the longest.
2. **5/1 Model: (5 Days Over 1 Week):** This model is intense, as it involves 35 hours of training in a single week. The benefit is that this model offers clinicians the full-model exposure experience. The cost is that its intensity can sometimes be too great for some (a little like drinking from a firehose). In my past 5/1 Model trainings, I found that efficacy outcomes have proven consistently strong, but I have found also that proficiency can diminish steadily without group consultation or support afterward.
3. **MI3 Model: (3 or 4 Day Introduction to MI):** This model involves a 3 or 4 day basic introduction to MI. The benefit of this training model is that clinicians tend to leave with some basic proficiency in MI consistent communication skills – meaning that their MI journey has been well launched. The cost is that one cannot claim that they have “learned” or are “using” MI. Motivational Interviewing a multi-layered communication style that is being updated constantly with new research. It takes time to embed these skills, values, and approaches in our minds (and our hearts). In a 3 day training, we can typically learn/practice through Stage 2. In a 4 day training, we usually can learn/practice through stage 3.
4. **MI Handshake: (1 or 2 Day Introduction Training):** This model involves a 1 or 2 day very basic introductory training with some good "takeaway" skills that launch clinicians on their journey toward learning MI. The benefit of this model is that such cursory introductions can help

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clinicians assess their interest in learning MI in a more committed way. The cost is that clinicians cannot claim that they are “practicing” MI or “learned” MI, but it can be just the warm-handshake some clinicians need to assess their interest in committing to learning MI. Additionally, many are typically able to start to shaping their interactions and communications to a more MI consistent spirit and approach.

5. MI Coaching (Individual and Small Group sessions): Coaching sessions are reserved for those with a full-course (5 days/full model) of MI training already under their belts and who want to continue the practice of MI with high-fidelity to the model. Sessions are 90 minutes for 1-6 people and take place via the Zoom Health platform.

Scheduling: I have reserved Fridays and select Mondays for MI Trainings. The other days of the week, I run a private psychotherapy practice, so have less flexibility. However, with enough lead time, I can make almost any day of the work week work with your agency/district’s schedule.

Medium: Coaching sessions are available online via HIPAA-compliant Zoom Health. Trainings are in-person only and are available in accordance with and in compliance with CDC recommended guidelines. As recommendations change with the weather, seasons, and variants, we will stay in regular communication regarding our training plans.

If you are interested in speaking with me about training, you are welcome to write me at: elizabeth@caledonia-avl.com or call me at: 828-226-0130. We can schedule a Zoom chat or phone chat to speak further. I am also happy to give you references and phone numbers of people/groups I have worked with in the past who can speak with you about my style, etc. to determine if I might be a good match for you site.

2022 Rates:

For-Profit Groups, Agencies, or Corporations: \$1500/day

Sliding-Scale for Non-Profits & Public Schools*: \$1000/day

(*denotes those who work w/children/adolescents, Black, Latino, Native or other marginalized populations in nonprofit settings)

MI Coaching: Coaching sessions are \$100 per session (90 minutes) for 1-6 people

Training Packages Include:

- a. 7 hr/day course tailored to your population and your staff
- b. Original creation/writing of materials
- c. Assembling of teaching tools and materials
- d. Use of teaching tools while in training
- e. Hospitality table bins

Training Packages Exclude:

- a. Travel expenses (gas/mileage/airfare/taxis)
- b. Overnight accommodations, as necessary
- c. Handout copies (training manual will be emailed to you a week prior to training)