

1

Introduction to Motivation Driven Practice



26 minutes

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In the video:

- The difference between a motivation driven approach and a compliance-driven approach
- The ingredients of behavior change: motivation + ability + opportunity for practice
- Introduction to the MFIP motivation driven practice model

2

The Science of Goal Pursuit



6 minutes

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25 minutes

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30-minute reflection

In the videos:

- Overview of the science behind self-regulation, executive functioning, and goal pursuit
- How the MFIP motivation driven practice model is evidence-informed

Supervisors or MI leads meet with staff to discuss reflections and reactions to the first two modules. Consider the following prompts:

1. How do you see your own self-regulation skills showing up in your work and life?
2. How have you experienced your self-regulation change under stress?
3. Think about the behavior change equation: how have you seen motivation, capability, and opportunity for practice each play an important role in your own behavior change?

3

The Spirit and Practice of Motivational Interviewing



25 minutes

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18 minutes

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21 minutes

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In the videos:

- Overview of the relational and technical components of Motivational Interviewing (MI)
- How coaches engage participants in a conversation about change
- Introduction to the specific MI skills and strategies practitioners use to structure conversations with participants, including OARS, EARS, and DARN-C

4

Best Practices for Facilitating Goal Pursuit



20 minutes

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30-minute paired practice

In the video:

- Best practices for facilitating goal pursuit with customers through each phase of the Ramsey County MFIP process (Building Understanding, Initial Planning, Ongoing coaching, and Reengagement)
- How and when to use Stepping Stones to Success, the Employability Measure, and goal planning tools

Supervisors or MI leads pair up staff to practice facilitating the building understanding and initial planning phases of the MFIP process model.

Take turns facilitating the other person setting a goal and creating a plan. Practice using some of the tools as well (Stepping Stones to Success, Employability Measure, and MFIP Employment Plan).

5

Culturally Responsive Coaching



23 minutes

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30-minute reflection

In the video:

- How identity affects the coaching relationship, both for participants and staff
- Strategies for delivering culturally responsive and respectful coaching

Supervisors or MI leads meet with staff to discuss what culturally responsive coaching looks like in practice.

Staff can also use this time to discuss and ask questions about motivation driven practice.