

### Managers/Supervisor Guide to Selecting a Potential Motivational Interviewing Coach within your Agency

Please use this checklist to help determine who might be most qualified.

**Potential Coach's Name:** \_\_\_\_\_

Checklist of qualities that typically make a good MI practitioner and coach/trainer. Please check those which apply to the candidate:

- \_\_\_\_\_ Good at relating to clients in a way that is respectful and above average at creating helpful and supportive professional relationships with clients.
- \_\_\_\_\_ Seems to have a natural talent for empathetic regard and possesses a collaborative demeanor.
- \_\_\_\_\_ Is able to communicate contingencies/rules of the program clearly and non-judgmentally and balance the roles of helper/rule enforcer with relative ease and a minimum level of client dissatisfaction.
- \_\_\_\_\_ Above average in using active listening/reflective listening. Seems to have a genuine desire to understand the client's perspective about what will help him/her change.
- \_\_\_\_\_ Tends to be strengths based and reinforces the positive.
- \_\_\_\_\_ Uses mostly open ended questions to elicit a better understanding vs. using a more interrogative approach.
- \_\_\_\_\_ Attended previous Motivational Interviewing training and has kept up interest and energy to further develop his/her skills (or has a desire to do so).

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### **General Training/Coaching Competencies**

These are skills that indicate someone will be able to stand up in front of a small group (up to 16 people) and train/coach others in Motivational Interviewing. While someone needn't meet all of the below listed criteria, please indicate which ones fit for the candidate:

- \_\_\_\_\_ Outgoing or engaging personality.
- \_\_\_\_\_ High energy level.
- \_\_\_\_\_ Past experience conducting skill-based training. Type of training conducted?  
\_\_\_\_\_  
\_\_\_\_\_
- \_\_\_\_\_ Positive evaluation/acceptance from peers when conducting training.
- \_\_\_\_\_ Exposure to training for trainers or facilitation training programs (NIC, APPA, other)?

### **Motivational Interviewing Training/Experience**

- \_\_\_\_\_ Previously attended Motivational Interviewing training. Level/Amount? (e.g. 2-Day; coaching circles; Refresher)  
\_\_\_\_\_  
\_\_\_\_\_
- \_\_\_\_\_ Practices Motivational Interviewing with clients in day to day work.

### **Desire to Become a Motivational Interviewing Trainer/Coach**

- \_\_\_\_\_ Candidate's interest in becoming an MI Coach is self-generated and intrinsic (not mandated by Department or Supervisor).

### **Work directly observed**

- \_\_\_\_\_ Above listed qualities and work product have been directly observed by someone else who is in a position to evaluate the results.