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| Strategies to consider | My ideas and strategies |
| **Model and use a parallel process**   * Managers and supervisors mirror motivation driven practice in supervision with employees, using motivational interviewing tactics and facilitating goal-planning |  |
| **Develop peer leaders**   * Identify and cultivate champions and mentors within your teams * Peer leaders take responsibility for organizing and facilitating skill practice sessions |
| **Hold group supervision, consultation, and/or huddles**   * Take advantage of an existing, routine team meeting to carve out time for discussing and troubleshooting challenging situations in using motivation driven practice—for example, *“Hey team: I’m stuck with how best to coach this family. What ideas or tips do you have?”* |
| **Gamify skill practice**   * Tap into your team’s natural competitive spirit to make skill development a little more fun and engaging—for example, use a Jeopardy! Or Family Feud format to test knowledge or skills |
| **Observe coaches in action and debrief**   * Invite a coach to identify a skill or aspect of their practice they wish to improve * Observe the coach working with one or more participants with an eye toward this skill * Debrief with the coach soon after: *What worked well? What could be improved? What’s next?* |
| **Offer one-on-one consultation or “drop-in” hours**   * Schedule routine opportunities for members of your team to meet with you, troubleshoot challenges, practice skills, or discuss their goals |
| **Motivational interviewing taping and coaching**   * Coaches record a session working with a participant * MI Lead or trainer uses coding tool to review use of MI skills and provide constructive feedback |
| **Foundational and booster/refresher training**   * Onboard new employees with introductory training in motivation driven practices (such as Motivational Interviewing and Goal4 It!) * Provide occasional booster/refresher trainings that address a specific skillset (e.g., listening for change talk, using reflections, or goal-setting techniques) |

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| My Plan | |
| What I want to do: | How did it go? What did I learn? |
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| How things would be different or better as a result: |
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| When and how will I do it? | What’s next? |
|  |  |
| What is most likely to get in my way? How will I overcome the obstacle? |
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