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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
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| **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: |
|  |
| 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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