# Welcome!

# Housekeeping 4





Participation from learners



Video

PE 2024

# Virtual Etiquette

#### Video and Audio:

- Unless distracting, please turn video ON. This helps promote networking and interaction.
- Test your video and audio before the meeting begins.
- Try to look at the camera when talking (to mimic the feeling of in-person eye contact).
- When possible, try to use good camera quality and sound.
- Adjust your camera if it is too high or low.

#### Meeting:

• Try not to multitask too much or make sure you're muted.

#### **Environment:**

- Be aware of your backgrounds to not be distracting.
- Position yourself in the light.
- Find a quiet place to join or mute yourself as necessary.

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#### Michigan Center for Clinical Systems Improvement (Mi-CCSI)

Who We Are

Regional Non-profit Quality Improvement Consortium What We Do

Mi-CCSI works with stakeholders to:

- Facilitate training and implementation....
- Promote best practice sharing,
- Strengthen measurement and analysis

**Mission** 

#### Mi-CCSI Partners to Better Care We do so through...

- Evidence-based Trainings
- Sustainable Training Impact
- Collaborative and Customized Approaches
- Engaging Heart and Mind
- Enhanced Body Mind Spirit
   Patient Focus

Vision

Mi-CCSI leads healthcare transformation through collaboration

#### Agenda

Topic		Time & Credit			
8 am	Introduction	15 minutes 0.0 Cred		it	
8:15 – 9:45	Connection between PE,MI, and the MI Spirit Change Talk, Sustain Talk Decoded	90 minutes 1.5 Cred		it N and SW	
9:45 – 9:55	Break	10 minutes			
9:55-10:55	OARS + 1	60 minutes 1.0 Credit		it N and SW	
10:55 – 11:00	Break	5 minutes			
11:00 – 11:30	Planning and Self-management Action Planning	30 minutes			
		.5 Credit N and SW		: N and SW	
11:30 – 12	Lunch	30 minutes			
12- 2:15	Rotating Breakouts				
12- 12:45	Putting MI into practice within the 4 tasks	45 minutes	.75 nursi	ng	.5 SW
12:45 – 1:30	Potential Barriers and Cultural Adaptions(provider and patient)	45 minutes	.75 nursi	ng	.5 SW
1:30 – 2:15	Simulation	45 minutes	.75 nursi	ng	.5 SW
2:15 – 2:45	Problem-solving MI Barriers Activity	30 minutes	.5 nursin	g	.5 N and SW
2:45 – 3:15	Wrap Up	30 minutes	Evaluation	on Q&A	.5 N and SW

#### Competencies We Will Cover Today

В	D	E	F	G
Skill Priority Indicators H=high priority M=moderate or significant L=low or minor		Competency Rating Scoring Indicators  Rating Scale:  1= Not at all, 2=Infrequent, 3= Adequate, 4= Good, 5= Very Good		
Priority Rating	Category	SP Competency Rating	SP Written or Verbal Feedback	Attendee Competency Rating of Self
	Engage through Acknowledgment:			
н	Acknowledged while greeting when entering the exam room (smile, eye contact, hello, etc.)			
н	Acknowledged using patient/family name as appropriate – (engaging with the patient)			
	Introduction:			
Н	Introduces self and purpose of the call.			
Н	Describes Role			
M	Identifies agency and physician they are working with and relationship to provider			
М	Highlighting the value of self and the team/clinical provider/organization/ personal experience/training/skill set, etc.			
М	Inquire on the patient's understanding on the referral reason to care coordinator			
н	Review agenda or reason for visit with patient and obtain agreement			
Н	Ask permission for today's discussion			
	Duration:			
н	Gave time expectation for today's discussion			

В	D	E	F	G
Н	Ask permission for today's discussion			
	Duration:			
Н	Gave time expectation for today's discussion			
	Assessing:			
Н	The patient's desire and choice to participate in self-management			
М	Attendee inquires why patient would like to make changes to his/her health			
Н	See patient's permission before offering information or advice.			
М	Provides information or advice that is sensitive to client concerns and understanding.			
Н	Setting a goal based on the patient's ideas (asking versus telling) SMART Goal			
М	Uses a range of open-ended questions (cannot be answered with yes, no, maybe)			
Н	Affirmations: Uses words that recognize the patient's strengths & abililities (determined, perservere, persistent)			
Н	The patient's confidence and/or readiness were evaluated			
	Acceptance: Engagement that demonstra	ates respect an	d unconditional positive regard:	
М	Friendly tone of voice			
М	- Pace of Speech			
М	- Use of Plain Language			
L	<ul> <li>Appropriate use of inflection on keywords (teamwork, timely service, respectful, manage pain, understand side effects, etc.)</li> </ul>			
н	Active listening (nodding, no interrupting, confirmed what they heard customer say, etc.)			

Event: Patient Engagement. A virtual live activity including didactic, role play and simulation practice.

Criteria for Successful Completion: Attending the session in full and completing an evaluation are requirements for this educational activity. Participants are required to attend and complete all didactic, participate in activities, to include a simulation, and complete an evaluation to receive credit.

"This nursing continuing professional development activity was approved by the Wisconsin Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation."

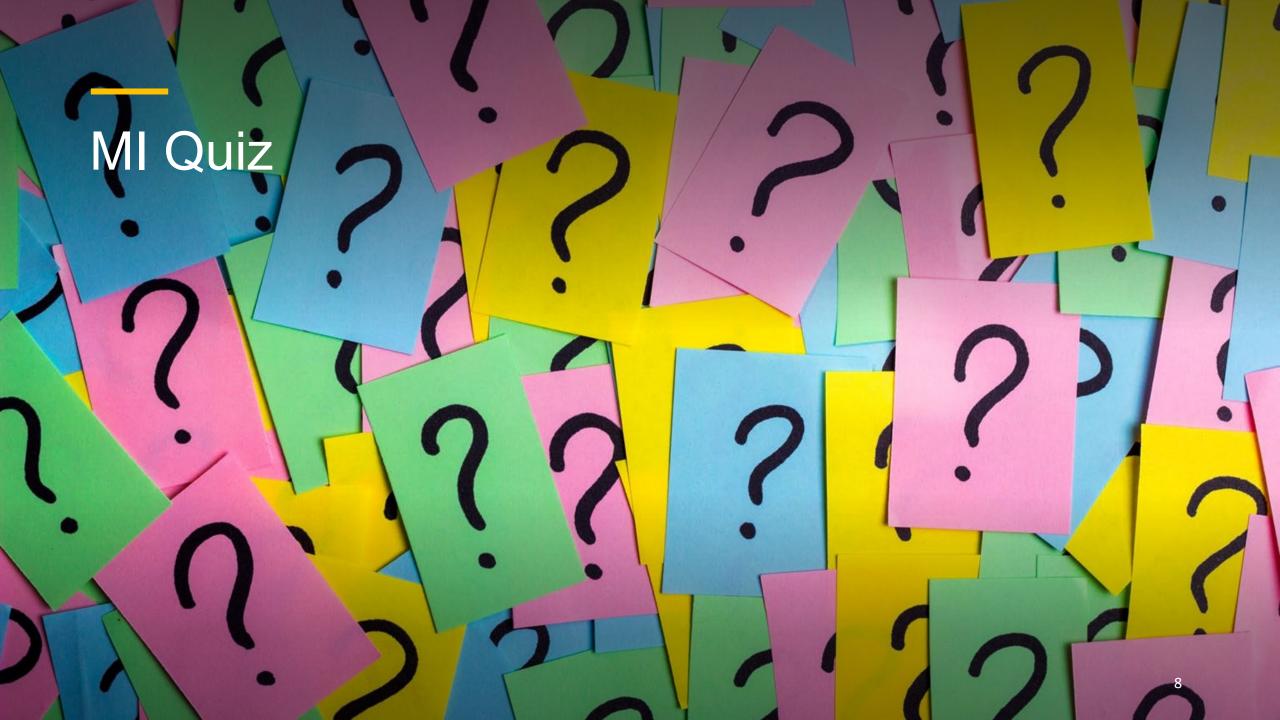
No one with the ability to control content of this educational activity has a relevant financial relationship with an ineligible company.

#### **Successful Completion of Patient Engagement includes:**

- Complete the Michigan Institute for Care Management and Transformation (MICMT)
   Patient Engagement post-test and evaluation.
  - Achieve a passing score on the post-test of 80% or greater. If needed, you may retake the post-test
- Complete simulation
- Complete and submit the MICCSI Evaluation

You will have (5) business days to complete the post-test.

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## **Objectives**

- Describe the patient-centered approach of Motivational Interviewing (MI) that promotes Patient Engagement (PE)
- Explain how MI is a "way of being" with patients as they consider behavior change & growth
- Demonstrate basic MI skills
- Discuss how to use patient language cues to inform use of MI skills
- Explain how the 4 tasks of MI are necessary to promote behavior change & growth
- Identify barriers that challenge use of MI skills in clinical practice
- Identify how to make cultural adaptations to MI

PE 2024



# Using the poll, please tell us about yourself:

- Name
- What do you do in your role?
- Experience with MI?

## Self Assessment

O 5 LEAST

**10**MOST

#### MI CONFIDENCE



#### **Learning Outcomes**

Participants will be able to explain at least one patient engagement approach in talking with patients about their health.

**Explain** how MI is a "way of being" with patients as they consider behavior change & growth

# Objectives for this section

- Describe the patient-centered approach of Motivational Interviewing (MI) that promotes Patient Engagement (PE)
- Explain how MI is a "way of being" with patients as they consider behavior change & growth

# What is Patient Engagement?

A growing body of evidence shows that people with higher patient activation (i.e., the knowledge, skills, and confidence to become actively engaged in their health care) have better health outcomes



# Motivational Interviewing Definition

Prior Definition: Motivational interviewing is a **collaborative**, **person-centered**, **guiding** method designed to **elicit and strengthen motivation** for change.

New Definition: Motivational Interviewing is a particular way of talking with people about change and growth to strengthen their own motivation and commitment.



Patient Engagement V2 5.28.2020

# Spirit of MI

Today's session will be spent reviewing how the components of motivational interviewing all work together to help foster effective patient engagement

If you begin with an intention to correct someone, you have lost the path.

4<sup>th</sup> Edition: MI

Helping People Change and Grow.

**Partnership** 

Acceptance

A way of Being

**Evocation** 

**Empowerment** 

Compassion

Patient Engagement V2 5.28.2020

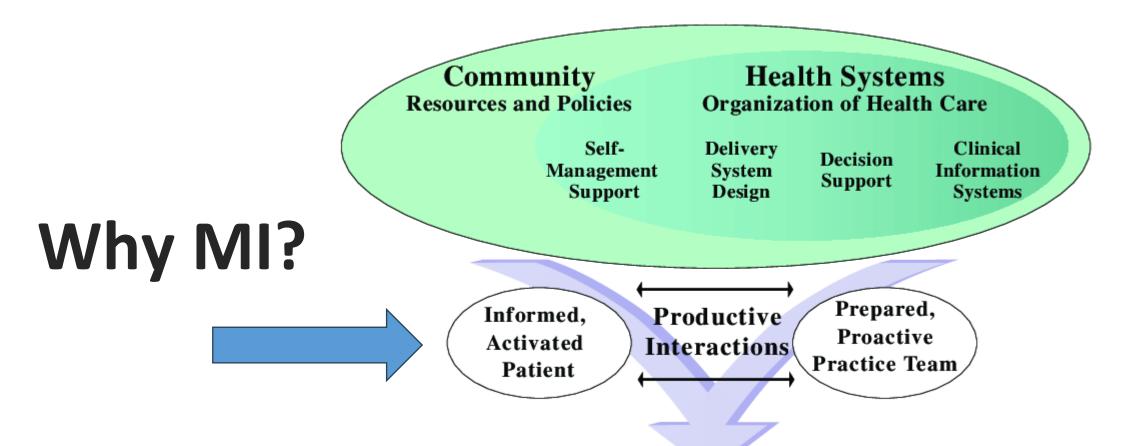
#### Dr. Miller and the tour guide analogy





17

#### The Chronic Care Model



#### **Improved Outcomes**

### Looking Through a New Lens

Standard Approach	MI Approach
Focused on fixing problems	Focused on patient concerns and perspectives
Paternalistic relationship	Egalitarian partnership
Confront, warn, persuade	Emphasizes personal choice
Ambivalence means the patient is in denial	Ambivalence is normal and is a sign that change may occur
Goals are prescribed	Goals are collectively developed

## Some practical advice

MI is a way of partnering with the patient. It's not for all situations.



- Leading...
- Following...
- Guiding...

Directing Style	Guiding Style	Following Style
Administer	Accompany	Allow
Manage	Assist	Be with
Take charge	Collaborate	Listen
Tell	Encourage	Understand
Conduct	Kindle	Value
Decide	Offer	Observe
Lead	Support	Go along with



You are a midwife, assisting at someone else's birth. Do good without show or fuss. Facilitate what is happening rather than what you think ought to be happening. If you must take the lead, lead so that the mother is helped, yet still free and in charge. When the baby is born, the mother will rightly say, "We did it ourselves!"

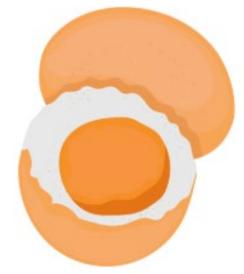
- LAO TZU, Tao Te Ching

PE 2024 21

# What is needed for an egg to transform into a baby chick?







MI facilitates change by helping a person identify, consolidate, strengthen and act upon **their intrinsic motivation** 

# Approach





Patient Engagement V2 5.28.2020

# **Try This**

Think of a patient who is described as "Non-compliant" by the care team.

#### **Group Discussion:**

What characteristics come to mind?





# Your Turn

Close your eyes...





### **MI Spirit Definitions**

(From 4th edit MI Book, "Helping people Change and Grow")

Partnership: functioning as a partner or companion, collaborating with the person's own expertise

**Acceptance:** nonjudgmental understanding of people as they are, including accurate empathy

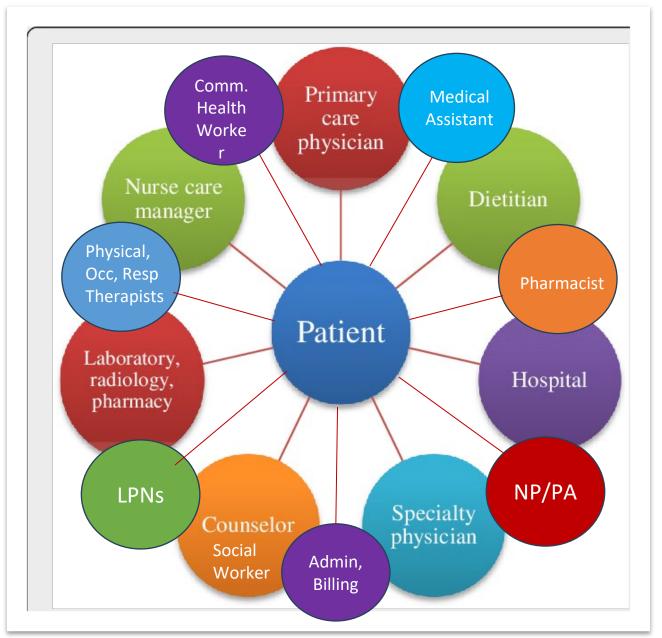
**Compassion:** benevolent intention toward the person's well-being; sees the suffering of others and has a desire to help

**Empowerment (changed from Evocation):** helping people realize and utilize their own strengths and abilities

PE 2024

26

# MI Spirit promotes patient centered care



PE 2024 27





Hillary Bolter

# Attitudes and Engagement

#### **Not So Helpful Statements**

#### **Care Manager:**

- "I'll scare you into change."
- "I'll get to the bottom of this."
- "You are guilty."
- "I have your solution I will help."
- "I am overwhelmed."

#### **Helpful Attitudes**

- Curiosity
- Partnership
- Radical acceptance
- Empowering
- Empathy-driven

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### What is Empathy?



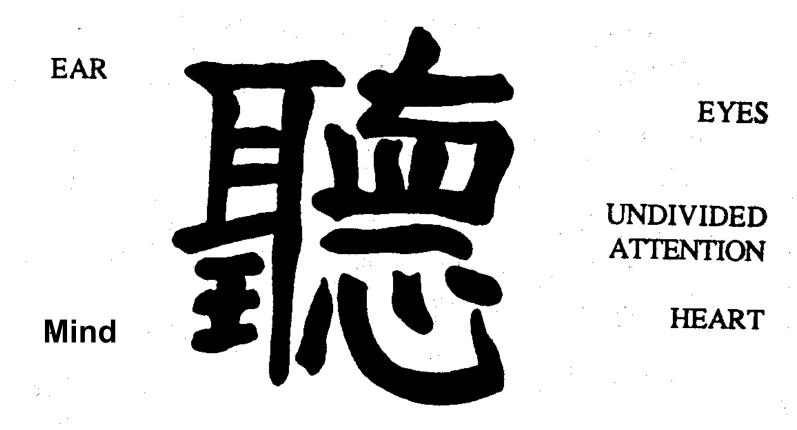


# Empathic Listening

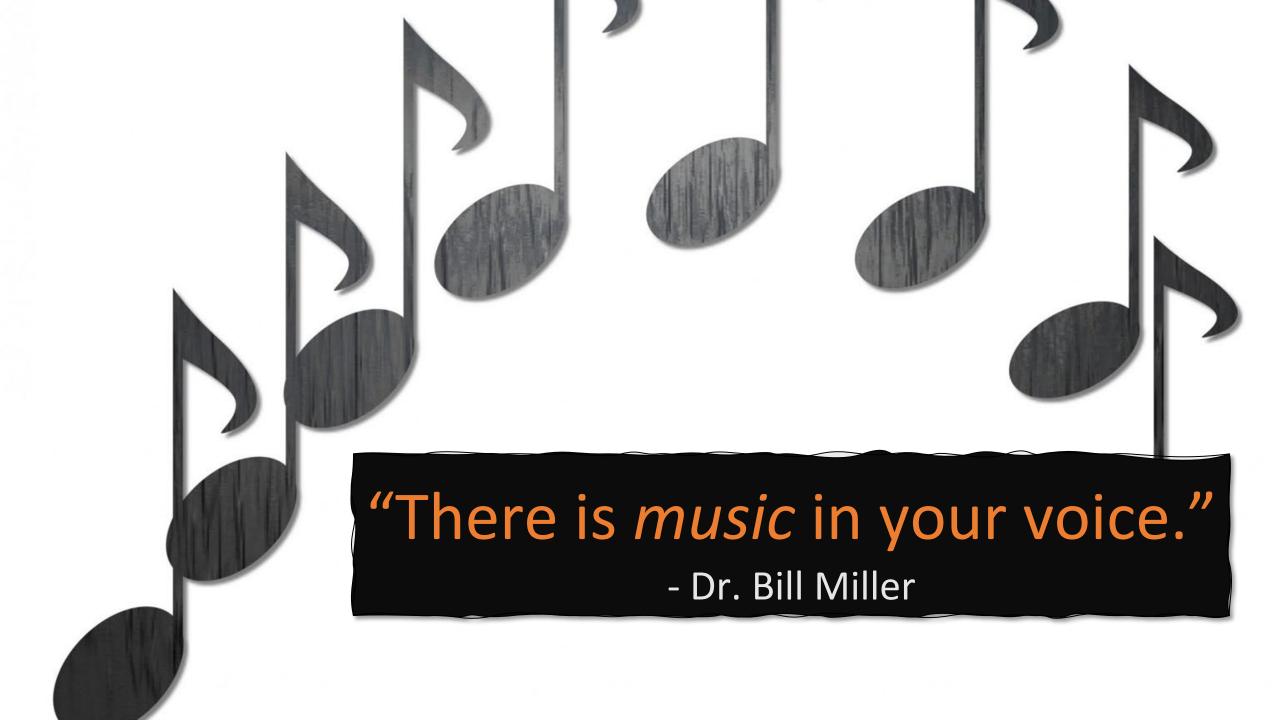
- Listen actively and empathically with the only intent of gaining a deeper understanding of the person's experience.
- Note: Clinicians *role* is to listen and understand, not offer their perspective



# How could we show our patients that we are listening empathically?









#### **Remember:**

**Professionals** are experts in **diseases**.

Patients are experts in themselves.

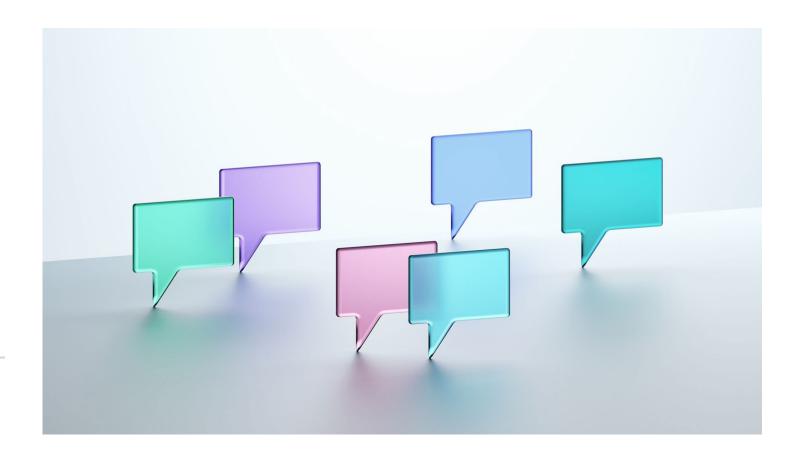
PE 2024 3

#### **Taking Pause Here**

Having heard all of this:
How might the MI Spirit change the way you approach patients who have been inappropriately labeled as "non-compliant"?



## Change Talk, Sustain Talk Decoded



## Objective



Discuss how to identify language cues to help in the application of MI Skills

9:15-9:45



## What is Change Talk?



Any patient speech that favors movement toward a particular change goal, including ambivalence



## What is Ambivalence?

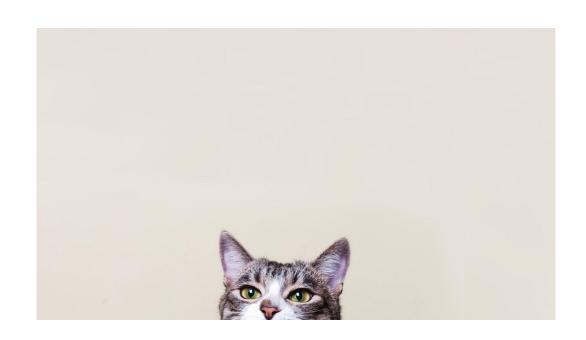
"the simultaneous presence of competing motivations for and against change."

- Miller & Rollnick, 2023

PE 2024 40

## **DARN-CATS**

**Tuning in to Change Talk** 



## **DARN**

Considering change, ambivalent

#### **D- Desire**

"I want to lose some weight..."

"I wish I exercised more..."

### A – Ability

"I may be able to lose weight..."

#### R - Reasons

"I might sleep better if I ate well."

"Eating less fast food would help me control my diabetes."

"I would probably have more energy if I took a walk more often."

## **Preparatory**

#### N - Need

"I need to..."

"I have to..."

"I must..."

"I've got to..."

"I can't keep on like this."

"Something has to change."

## **CATS**

Dedicated to change in the future

#### **C – Commitment**

"I will..."

"I guarantee..."

"I swear..."

"I promise..."

"I give you my word."

## Mobilizing



PE 2024 43

## **CATS**

Almost there language...

### **A- Activation**

"I'm willing to..."

"I am ready to..."

"I am prepared to..."



## **CATS**

Already making healthful changes, goal to maintain/improve upon them



## TS – Taking Steps

"I bought some athletic shoes so I can exercise."

"This week, I didn't snack in the evening."

"I went to a support group meeting yesterday."

"I planned 3 lunches for the week ahead."

## What is Sustain Talk?

Any patient speech that favors status quo (i.e. no behavior change) rather than a movement toward a change goal.



#### Activity – 4 Quadrants

#### Ambivalence is normal.

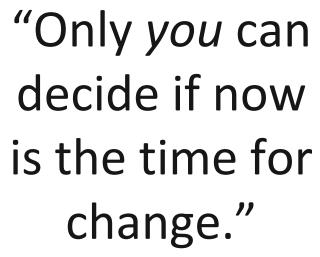
Intent: This exercise is to help you understand the normalcy of ambivalence.

NO CHANGE		
Pros	Cons	
CHANGE		
Cons	Pros	

## **Supporting Autonomy**

There will likely be push back when we (as healthcare professionals) expect or push for change when the patient is not ready.





Jane Doe, RN

How we respond to patient statements can drastically impact the outcome of the interactions we have with our patient, including our ability to help the patient move forward toward behavior change.

# What is Discord?



## **Topical**

-- related to WHAT is being discussed

#### Relational

-- related to HOW it is being discussed

#### **Signs of Discord:**

- The client may interrupt you.
- The client seems distracted (looking at watch, cell phone, etc.).
- The client may get defensive.
- The client may sigh loudly/deeply.

## **Diffusing Discord**

Reflect the discordant statement:

Care Manager: "You don't like this idea."

Reflect the tone you are hearing:

Care Manager: "You're not happy about..."

Reflect and normalize ambivalence:

**Care Manager:** 

"You like the way you eat right now, and you know eating differently would be helpful to you. Mixed feelings about change is normal."

Acknowledge the discord:

**Care Manager:** 

"We seem to be arguing...

"I've gotten us off track here..."



**Elevate Change Talk Soften Sustain Talk Diffuse Discord** 

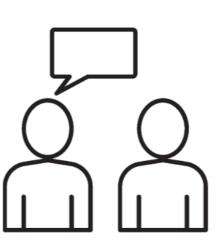


# Break 10 minutes



## Objective

- Demonstrate basic MI skills
- Demonstrate basic MI skills Openended Questions and Affirmations
- Demonstrate Basic MI Skills of Reflections, Summaries and Information offering.



## O.A.R.S+I

Open Ended Questions **A**ffirmations Reflective Listening **S**ummaries Information Offering



"We guide, they decide"

## Open Questions (O.A.R.S. +I)

- Help providers get to know their patients individually
  - √Values/preferences
  - ✓ Motivation to change
  - √Supports that help change
  - **√**Barriers/obstacles

 Many patients have never been asked how they feel about their health or what they would like to change

Answer will **NOT** be YES or NO

## Closed vs Open Questions Exercise

- What has helped you to manage your stress?
- Do your knees hurt while walking?
- Have you ever tried quitting smoking?
- What are you currently doing to maintain your health?
- Do you check your blood sugar daily?
- Can you tell me more?
- What sorts of things are you eating these days?
- Are you exercising?
- How's your sleep?
- Have you taken any medicine?



## **Open vs Closed Questions**

#### When to use closed:

- Fact finding
- Providing information with permission for knowledge gaps





## When to use open:

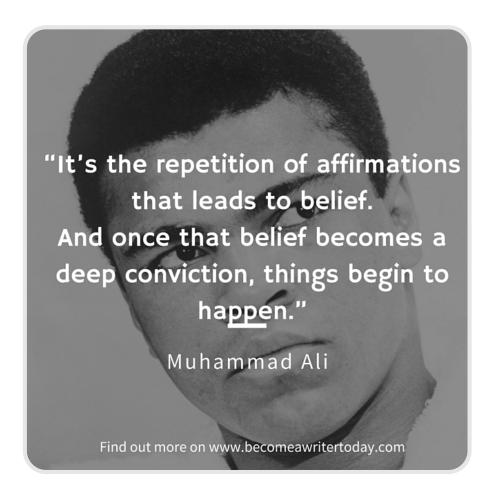
- Engaging, exploring, focusing, evoking, planning
- Inviting patient thoughts, feelings, experiences, opinions, values, and motivations
- Brief Action Planning

WHEN		
WHO		
WHERE		
WHAT		
HOW		

# Affirmations (O.A.R.S. +I)

## Things to genuinely affirm:

- Strengths and attributes
- Past successes, future hopes and desires
- Honesty about struggles with change
- Current or past efforts to improve things
- The humanity and character of patient



Focus on "YOU" instead of "I" statements

PE 2024 5



## Why Affirm?

- Promotes a positive tone for the appointment
- Enhances acute and chronic self-efficacy
- 3. Reinforces beneficial behaviors
- 4. Decreases perceived threat from provider
- 5. Fosters a deeper engagement/alliance
- 6. Promotes more change talk

#### Affirmations – Simple and Complex

\*\*We use affirmations to recognize client strengths and acknowledge behaviors that lead in the direction of positive change, no matter how large or small.

Affirmations build confidence in one's ability to change.

Simple focuses on an enduring positive attribute. Put simply it is recognizing a specific positive action, statement, effort, or intention.

Example: You decided to come to today's appointment even though you are feeling tired.

Complex is simple plus it infers or calls out an enduring positive attribute.

Example: You decided to come to today's appointment even though you are feeling tired, which show your commitment to improving your health.



# Characteristics of successful "changers"

(excerpt from Molly Kellogg, RD, LCSW website)

- Adaptable
- Brave
- Committed
- Dedicated
- Determined
- Focused
- Goal oriented
- Knowledgeable
- Honest

- Open
- Organized
- Persistent
- Realistic
- Resilient
- Strong
- Thoughtful
- Thorough
- Unstoppable

## Why Affirm?

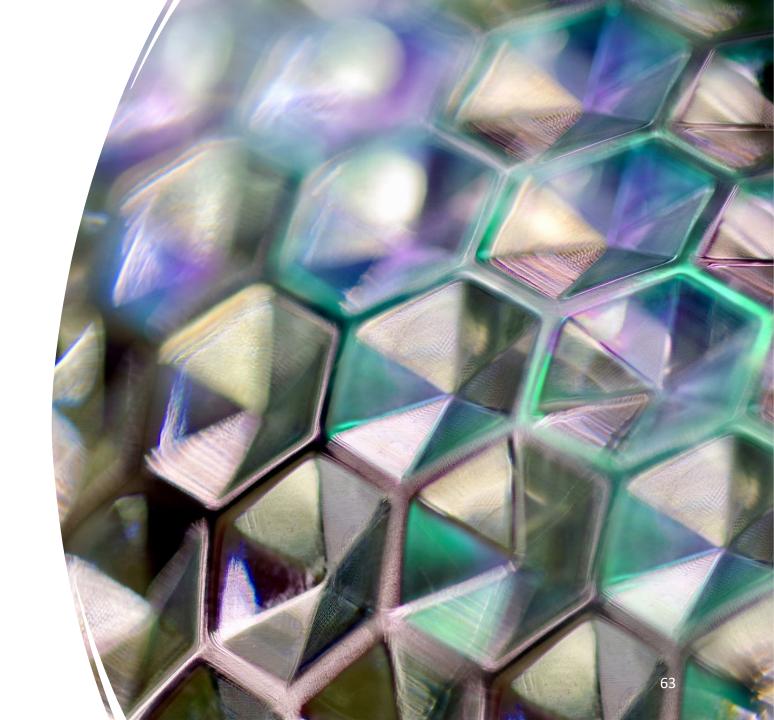
Affirmation builds confidence and self-respect, and lets individuals know they are OK.

After someone is affirmed they are more able to hear the education you want to share.

Your belief in the participant's ability to change can influence outcome.

62

## Reflections



## Reflections (O.A.R.S. +I)

Reflections have the effect of encouraging the other person to elaborate, amplify, confirm, or correct.

Listen to understand, not to respond

Reflect Reflect Reflect **Reflect Reflect Bellect Reflect** 

## Forming a Reflection

- Best guess about what the person means
- Most of the time, do not reflect on sustain talk or discord
- In general, reflection is shorter than client statement
- Voice inflection goes down at the end

Things to specifically reflect on:

**Strengths** 

**Change Talk** 

**Ambivalence** 

## **Simple Reflection**

"stays fairly close to what the person said with potential focus on only a part of what as said"

G

- Repeat: uses same language/Rephrase: uses new words
- Stabilizes conversation; starting point

## **Complex Reflection**

"makes a bit of a guess about what the person means; not a leap, but a possible extension of what the person said."

- Moves conversation forward
- Best formed with context; more advanced



## **Sample Reflections**

## "Smoking helps relieve my stress"



#### **Simple**

You have stress

#### Complex

It's important for you to have ways to cope with your stress.

## Sample Reflections

I'm really struggling with loosing weight, and I'm frustrated that my blood sugars are high.

Simple: You want to lose weight.

Complex: Your health has you concerned.



## Sample Reflections – With Discord

#### Simple:

You aren't interested in quitting smoking.

#### **Complex:**

You have no desire to quit smoking right now.

"No, I don't want to quit smoking."

What is this statement reflecting from the patient?

### **Discord!**



### Responding to the discord

You have choice in this matter.

You don't appreciate being pushed into making a change.

This Addresses the discord and places emphasis on autonomy or choice.

# Demonstration, Practice in Breakouts

- "I've tried to quit smoking more times than I can remember."
- "When I stop smoking, I get crazy and restless."
- "Thinking about quitting is easy. Doing it is another story."
- "I should quit for my children."
- "How am I going to cope with cravings?"
- "I don't think I'll ever be able to lose weight. I'm too lazy and I like eating too much."
- "It's really hard to find time to exercise and eat well when I've got two little ones at home."
- "My down-fall is fast food. I've tried eating less, but I think I'm addicted to french-fries."

## **Active Listening**



### Activity

#### **5 Questions Activity**

#### Set up:

- Volunteer to be the patient
- Volunteer goes into a breakout room, all others remain to hear the instructions

#### Approach 1:

- Patient perspective
- Observations

#### Approach 2:

- Patient perspective
- Observations



## Summaries (O.A.R.S. +1)



Focus on strengths and change talk

Offer summary then ask a follow-up question

Closed: Did I get it all?

• Open: What – if anything – did I miss?

**Use** to transition into brief action planning

- Offer summary with follow-up question
- Ask "so what's your next step?"
- Set SMART goal

#### Example

"Let me stop and summarize what we've just talked about.

You're not sure that you want to be here today and you really only came because your partner insisted on it.

At the same time, you've had some nagging thoughts of your own about what's been happening, including how much you've been using recently, the change in your physical health and your missed work.

Did I miss anything? I'm wondering what you make of all those things."



## Information Offering (O.A.R.S. +I)

**Explore**: Ask what the client knows, has heard, or would like to know

**Offer**: With permission, offer information in a nonjudgmental way

**Explore**: Ask client about thoughts, feelings, and reactions to information

Offer: with permission, brainstorm together!



## How to handle a "No"



- Mine for the strengths
  - (they showed up to the appointment, agreed to meet/talk, etc.)
- Thank them, affirm honesty
- Follow-up question, offer to end appointment
  - "We have (X) amount of time together today. What if anything
  - would you like to talk about?"
  - "I respect your wishes so much that we can end the visit if you prefer. How should we proceed?"

## O.A.R.S +I Review

Open Ended Questions

**A**ffirmations

**R**eflective Listening

**S**ummaries

Information Offering





9:55 - 10:55



# Break 5 minutes



## Objective

Explain how to engage the patient in the 4 MI task that are necessary for health behavior

#### PLAN – EVOKE – FOCUS - ENGAGE





## Engaging

Relational foundation

**Aims to** establish and *maintain* a collaborative working relationship with the other person.

20% rule

### **ACTION PLANS**

40% of people are not ready to make a detailed action plan.





Sometimes the GOAL is basic: "I will work with my care manager."

## Planning- How will you get there?

- Collaboratively develop a specific change plan that a patient chooses/wants to implement
- Use SMART to guide goal setting process

## Planning

S

• Specific: What? Where? When?

M

• Measureable: How often? How much?

A

• Achievable: Does this seem doable?

R

Relevant: How practical is this to do now?

• Time bound: Start date? Goal length?

## **Planning Questions**

#### What's your next step?

#### Where do you go from here?



What could get in the way of your successfully achieving this goal?

What kinds of things may help you to overcome these potential barriers?

#### **Ruler Questions**

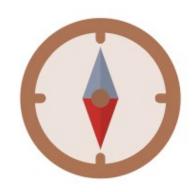
What makes you a \_\_\_\_ and not a \_\_\_\_?

What – if anything – would help you feel more \_\_\_\_?

#### **Teach back**

We covered a lot of information today and I'd like to make sure I've got everything.

What will be your goal/action plan/intention between now and our next follow up?



#### Assessing Readiness – Volunteer Please

Below, mark where you are now on this line that measures your change in \_\_\_\_\_\_.

Are you not prepared to change, already changing or somewhere in the middle?

0 1 2 3 4 5 6 7 0 9 10

Consider asking: Why a (number provided) and not (number lower)?

We ask the lower number to promote the patients own reasons and to encourage "change talk"

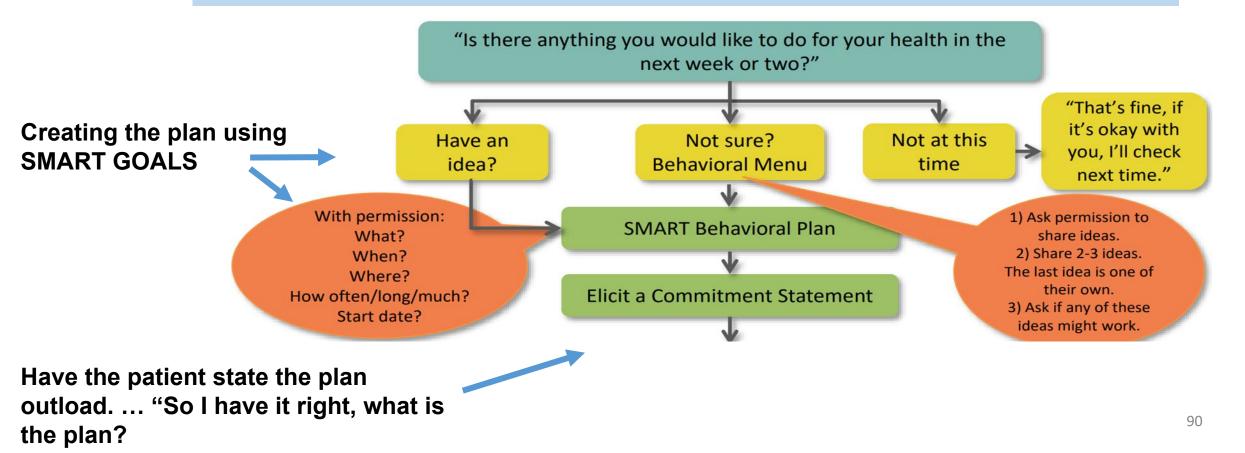


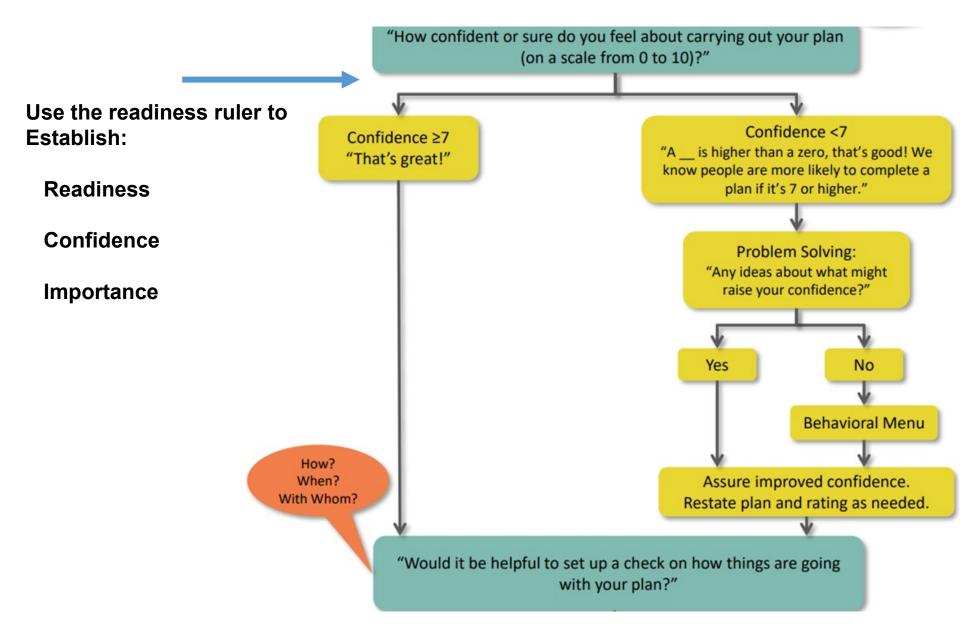
### Putting it together

Checking up on the self management action plan

From CMMI, the Self-management action plan is referenced as the Brief Action Plan

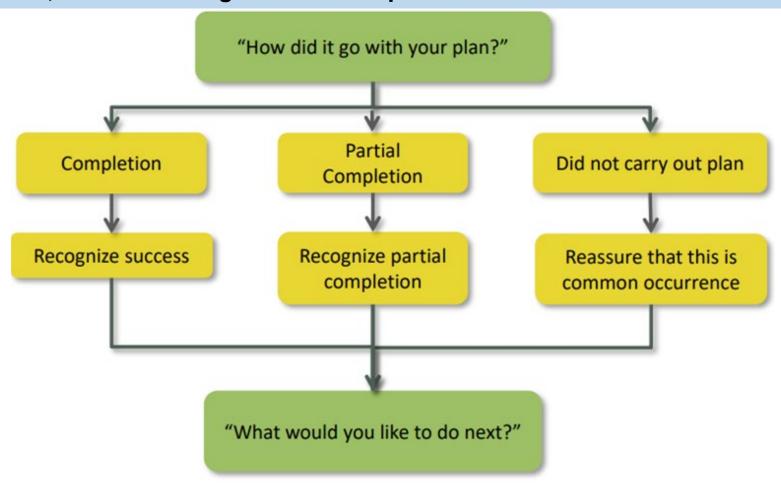
https://centrecmi.ca/brief-action-planning/





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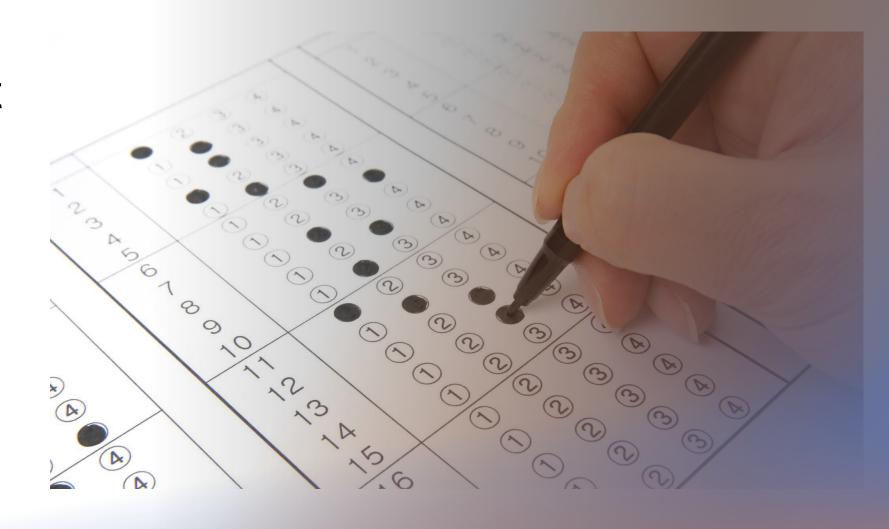




## Self-management Action Planning Demonstration with MI Skills

- Patient engagement was consistent throughout
- Fostered autonomy (MI Spirit strong)
- Showed use of OARS
- Elicited change talk about personal health goals which align with medical goals
- Used techniques to set a timeframe for follow up

# Simulation Standard Patient Assessment Self-assessment





## Key Takeaways

### LUNCH TIME - ENJOY!



11:30 – 12 noon



#### Afternoon Breakouts

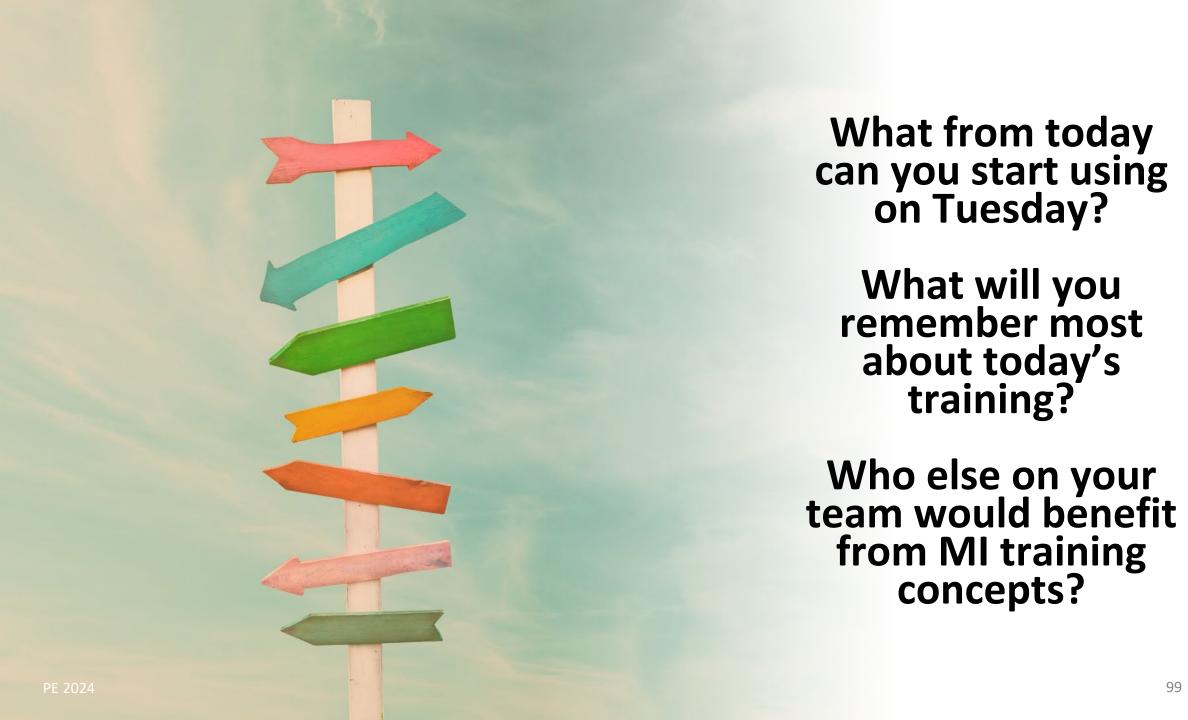
- Simulation Creating a self-management action plan
- Health literacy, literacy, and cultural aspects
- Advanced skill development with an emphasis on reflections
- Problem-solving implementing motivational interviewing into daily work

PE 2024 97

#### **Motivational Interviewing in Healthcare**







# Successful Completion of Patient Engagement includes:

- Completion of the one day inperson/virtual training.
- Completion of the Michigan Institute for Care Management and Transformation (MICMT) post-test and evaluation.
- Achieve a passing score on the post-test of 80% of greater. \*If needed, you may retake the post-test.
- Complete simulation.

You will have (5) business days to complete the post-test.

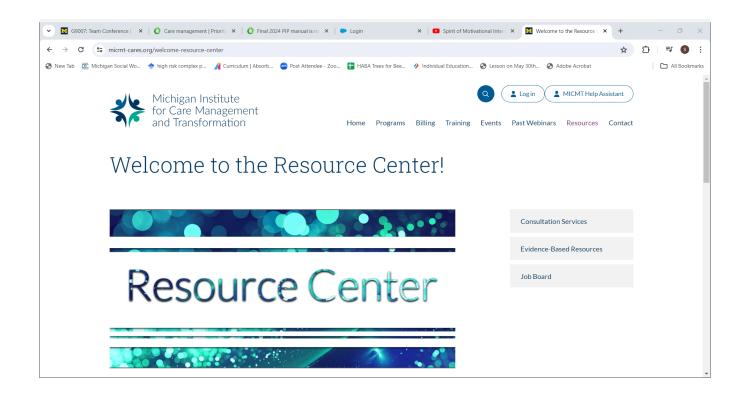
#### **Tips for Successful Completion**

#### **Tips for Success:**

- At the conclusion of this training, you will receive a post-event email within 24 hours with links to the evaluation and post-test on your user dashboard.
- If you do not receive the post-event email notification, please <u>login</u> to access your user dashboard to find the evaluation and post-test links.
  - If you cannot find your User Dashboard, click on "My Account" in the topright corner if you are <u>logged-in</u>.
- If you do not see the links to your evaluation and post-test directly under your recent training event please <u>submit a ticket</u> ASAP, as you only have 5-business days to complete these requirements.
- **PLEASE NOTE:** The evaluation and post-test will become available after the official end time published for this event. Any attempts made prior to the published end time will generate an "Access Denied" message.
- How To: Completing Evaluation and Post-Test (Detailed Instructions PDF).

#### **MICMT Resources**

https://micmt-cares.org/



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- M.I.N.T workbook-Motivational Interviewing An Introduction-Steven Malcolm-Berg Smith, A.I.M for Change (Awakening Inner Motivation), Berg-Smith Training and Consultation, 2019, Adapted from Miller and Rollnick, 1991-2019
- <a href="https://healthydebate.ca/opinions/patients-as-experts">https://healthydebate.ca/opinions/patients-as-experts</a> The risk of equating "lived experience " with patient expertise, Frank Gavin 2/13/19
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- http://www.improvingchroniccare.org/index.php?p=Presentations & Slides&s=397
- Centre for Collaboration Motivation and Innovation <a href="https://centrecmi.ca/brief-action-planning/">https://centrecmi.ca/brief-action-planning/</a>
- Nurse Educators Integrating Social Justice in the BSN Curriculum for the Forensic Nursing Field (duq.edu)
- https://www.usatoday.com/story/news/education/2023/09/09/literacy-levels-in-the-us/70799429007/
- <a href="https://www.linkedin.com/advice/3/how-can-mi-used-improve-health-literacy">https://www.linkedin.com/advice/3/how-can-mi-used-improve-health-literacy</a>
- https://www.youtube.com/watch?v=ZsX0ha\_rlBg
- https://www.youtube.com/watch?app=desktop&v=1iSuZngvCpY -- what is SDOH?
- https://www.youtube.com/watch?v=9rfmfsMMeEU -- SDOH video
- https://www.youtube.com/watch?v=G7BCjypjCEs -- SDOH MI case study example