

## 1. Initial Questions

1. Where are you now?
2. Where do you want to go?
3. What resources are available?
4. What “we” can provide.
5. What’s required of you.

## Motivational Interviewing Cue Cards

Cue cards provided for  
reproduction  
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## 2. Action Planning

Details of top 3-4 actions that need to take place.  
Includes root issue, action steps, resources,  
deadline, accountability person, results and notes  
section.

## 3. CHANGE Talk

**Consider:** all sides of the decision to change,  
pros/cons; if you do/if you don’t; all the options

**Hurdles:** what are the obstacles you can expect in  
this process

**Attitude:** negative, positive? Defeated or  
aggressive? I “have to...” Fearful of failure?

**Negotiate:** there are give and takes, adjustments to  
time, energy, priorities; what can you expect you will  
need to alter in lifestyle, practices?

**Goals:** short term, long term

**Engage:** action steps, accountability, get in the  
game

## 4. TLC’s Top 4

**DEFLECT:** Rearview Mirror “*your history doesn’t  
have to dictate your destiny*” Dwelling on past  
mistakes, events, getting “fired”.

**DISSECT:** Dominoes “what can be the  
consequences of one action or non action?” Think  
about cause and results of decisions made (good  
and bad)

**REFLECT:** Client reflects on effective strategies  
used with past successes and tough times.

**PROSPECT:** have client think about their hopes for  
the future if they make this change; how would they  
like things to be different; what are realistic options  
now – what could you do now; what are the best  
results you could imagine if you make this change

## 5. Five I’s

- a. The changes I would like to investigate pursuing
- b. I want to implement these changes because...
- c. The actions I plan to take
- d. How can other individuals assist me?
- e. Indicators that it’s working
- f. What could interrupt/interfere with my plan

## 6. Importance Ruler/Scale

Pre determined items listed with scale of 1 (no  
interest) to 5 (highly important). Client is shown last  
meeting’s scale to see how it’s change for that date.  
Questions concerning difference in concern and  
action. Agency sets the example of what “highly  
important” looks like (i.e. job searching - # of  
completed job application in person and on line in  
one week)

## 7. Pros & Cons

Write down client’s belief, i.e. “I’m not going to look  
for a job for a while...”

Draw a column with PRO above it, ask them to think  
of the short and long term positives for this decision.  
Draw a line and write CONS above it, ask them to  
think of the short and long term negatives for this  
decision.

Pros	Cons

Major Con to not getting after the job search “*missing  
dozens or hundreds of job opportunities that would allow  
you to stay at or around your desired life style and  
income*”

## 8. Yellow Flags of Resistance

Arguing	Blaming
Challenging	Cutting off
Denying	Discounting
Excuses	Hostility
Ignoring	Interrupting
Minimizing	Pessimism

## 9. Indicators of Readiness to Change

**Change talk.** When resistance is reduced, change talk increases, and clients make direct statements about a desire to change, the ability to change, the reasons or benefits of change, and the need to change.

**Questions about change.** Clients may begin to ask what they could do about the problem, how people change once they decide to, and the like.

**Decreased resistance.** Conflict in the counseling relationship diminishes, and resistance talk decreases.

**Decreased discussion** about the past job loss or struggle.

**Resolve.** The client appears to have reached some resolution and may seem more peaceful, relaxed, calm, unburdened, or settled.

**Envisioning.** The client talks about how life might be after a positive change.

**Experimenting.** The client may have begun experimenting with possible change actions since the last session.

## 10. Open-ended questions:

- Would you tell me more about . . . ?
- Would you help me understand . . . ?
- How would you like things to be different?
- What are the positive things and what are the less good things about . . . ?
- What do you think you will lose if you give up...?
- What have you tried before?
- What do you want to do next?

## 11. Responding to Change Talk: EARS!

**Elaborating:** *In what way... ?; Tell me more...;What else?*

**Affirming:** *That took a lot of courage; You're a person who CAN make changes...*

**Reflecting:** *That's really important to you; You realize it has become a problem...*

**Summarizing:** *There are a number of things I'm hearing about your situation . First, you're concerned about..... Also, you feel..., and you are thinking...*

## 12. Dealing with Toxic Ruminations

**Recognize** the thought that is toxic when it first comes to your memory.

**Reject** it as the negative toxin message that it is.

**Replace** with a positive affirmation of who you are.

## 13. Motivation Factors

Be assets to themselves, family, community

Desire to better themselves

Better income Character

Court ordered Culture

Family Health

Income Logic

Material possessions Tired of poverty

Other: \_\_\_\_\_

## 14. The Cycle

### "Unemployment Grieving Cycle"

Stage	©2014 <a href="http://www.terrycarlile.com">www.terrycarlile.com</a>
<b>Astonished</b>	shocked, "what???!!!", numb, bewildered
<b>Anxiety</b>	confusion, pain, agonizing
<b>Anger</b>	blaming, ruminating, steaming, brewing, bitter
<b>Abyss</b>	discontent, disjointed, depression, overwhelmed, seems dark, lost, not moving
<b>Accepting</b>	"come to your senses"; it's not "alright"...but I'm "ok", waking up
<b>Arranging</b>	researching options, networking, job searching strategy, perspective
<b>Advancing</b>	accomplishing small steps, moving, reaching objectives, progress, proactive

Others:

### Four Paths in Life:

Sink, Survive, Succeed, Significance



Blame Game Cards

Your Choice:



OR

