

## The Four Processes of Motivational Interviewing – Flowchart & Guide

✦ *A structured roadmap for guiding MI conversations*

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### Overview: The Four Processes of MI

Motivational Interviewing (MI) follows a step-by-step flow to **engage peers, explore their motivation, and support meaningful change**. Each process builds upon the last to create a **natural, supportive conversation** that empowers peers to take self-directed action.

- ✓ **Engaging** – Building trust and connection.
- ✓ **Focusing** – Identifying a meaningful goal for change.
- ✓ **Evoking** – Drawing out a peer’s own motivation for change.
- ✓ **Planning** – Supporting commitment to action.

💡 **Key Insight:** The process is **flexible, not linear**—peers may move back and forth between stages based on their readiness.

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### The Four Processes of MI – Flowchart

✦ *Use this as a guide to structure MI conversations*

→ **Step 1: Engaging** – *Build Trust & Establish Rapport*

- ✓ Express empathy and listen actively.
- ✓ Use **open-ended questions** to explore concerns.
- ✓ Avoid judgment and create a safe space for discussion.
- ✓ Example: “What’s on your mind today?”

▣ *(Once engagement is strong, move to Focusing.)*

→ **Step 2: Focusing** – *Identify a Direction for Change*

- ✓ Collaborate with the peer to **define a meaningful goal**.

ADVOCATE. ACT. ADVANCE.

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- ✓ Reflect on what **matters most to them** right now.
- ✓ Example: “What’s one thing you feel ready to work on?”

▣ *(Once a focus is clear, move to Evoking.)*

→ **Step 3: Evoking** – *Strengthen Motivation & Explore Ambivalence*

- ✓ Listen for **Change Talk**: “I want to be healthier.”
- ✓ Acknowledge **Sustain Talk** without pushing: “It’s hard to make a change.”
- ✓ Ask **why change is important**: “What would be different if you made this change?”

▣ *(If motivation is strong, move to Planning. If not, continue exploring ambivalence.)*

→ **Step 4: Planning** – *Support Commitment to Action*

- ✓ Help the peer **develop small, achievable steps**.
- ✓ Reinforce confidence: “You’ve thought a lot about this—what’s your first step?”
- ✓ Use **SMART goals** to create a clear action plan.
- ✓ Example: “I will attend one recovery meeting this week.”

💡 **Pro Tip:** If a peer hesitates, return to **Evoking**—they may need more time to explore their motivation.

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## How to Use This Flowchart in Peer Conversations

- ✓ Keep this guide **accessible** when having peer support conversations.
- ✓ Follow the flowchart to **structure discussions** while remaining flexible.
- ✓ If a peer gets stuck in one stage, **use OARS (Open-ended questions, Affirmations, Reflective listening, Summaries)** to explore further.
- ✓ Remember: **Peers set their own goals—your role is to guide, not direct.**

🎯 **Use this tool to ensure your MI conversations feel natural, supportive, and effective!**