

Motivational Interviewing (MI) Personal Growth Plan

 *A structured tool for continuous MI skill development*

Overview: Why Create an MI Growth Plan?

Motivational Interviewing (MI) is a skill that **improves with practice**. A structured growth plan helps Peer Support Specialists **track progress, set goals, and continue building confidence** in their MI conversations.

 **Key Insight:** The best way to master MI is through **consistent reflection, real-world practice, and peer feedback**.

Step 1: Self-Assessment – Where Are You Now?

- ✓ Which MI skills do you feel most confident using?
- ✓ Which MI skills do you want to improve?
- ✓ In what types of conversations do you find MI easiest to use?
- ✓ In what situations do you struggle to apply MI techniques?

 **Self-Assessment Notes:**

 **Pro Tip:** Identifying strengths and challenges helps focus your MI growth efforts.

Step 2: Set Your MI Practice Goals

- ✓ What specific MI technique do you want to improve? (e.g., using more open-ended questions, strengthening reflective listening, reinforcing change talk)
- ✓ How will you practice this skill in your peer support conversations?

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- ✓ What resources or support will help you strengthen this skill?
- ✓ How will you track your progress?

 **MI Practice Goal:**

 **Plan for Practicing This Skill:**

 **Pro Tip:** Start with **one focus area at a time**—small improvements lead to big results over time!

Step 3: Tracking Progress & Learning from Experience

- ✓ How will you reflect on your MI conversations? (e.g., journaling, peer discussions, feedback sessions)
- ✓ What challenges did you face when applying MI?
- ✓ What worked well in your MI conversations?
- ✓ What will you do differently in future conversations?

 **Reflection Notes:**

 **Pro Tip:** Keep a simple **MI reflection journal** to track what you're learning and improving.


Step 4: Seeking Feedback & Continuous Learning

- ✓ Who can provide feedback on your MI use? (Supervisors, peers, colleagues)
- ✓ What feedback have you received about your MI approach?

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- ✓ How will you integrate this feedback into your practice?
- ✓ What additional MI training, resources, or roleplays would help your growth?

 **Feedback & Next Steps:**

 **Pro Tip:** Practicing MI with a peer or mentor helps refine techniques **faster than practicing alone.**

Final Takeaways

- ✓ **MI is a lifelong skill**—growth happens through **regular use, reflection, and feedback.**
- ✓ **Setting small, focused goals** helps make MI practice more intentional and effective.
- ✓ **Tracking progress** builds confidence and highlights improvements over time.
- ✓ **Seeking feedback from peers** strengthens MI conversations and keeps learning active.

 **Use this plan to refine your MI skills and continue growing as a Peer Support Specialist!**