



Motivational Interviewing Roleplay & Feedback Template

 *A structured practice tool for developing MI skills*

Instructions

This template is designed to help Peer Support Specialists **practice and refine their Motivational Interviewing (MI) skills** through roleplay exercises. One person will act as the **peer**, while the other plays the role of the **peer specialist using MI techniques**. A third person (optional) can observe and provide feedback.

 **Key Insight:** Practicing MI in a **safe, structured setting** helps build confidence and fluency in real-world conversations.

Step 1: Choose a Peer Scenario

Select or create a peer scenario where MI could be applied. Examples:

- ✓ A peer is unsure about seeking treatment for substance use.
- ✓ A peer expresses frustration about rebuilding relationships.
- ✓ A peer is considering but hesitant about setting a recovery goal.
- ✓ A peer shows signs of ambivalence about making a lifestyle change.

 **Scenario for This Roleplay:**

Step 2: Facilitator (Peer Specialist) Practices Using OARS

During the roleplay, the peer specialist should focus on using:

- ✓ **Open-Ended Questions:** Encouraging exploration and deeper discussion.
- ✓ **Affirmations:** Recognizing strengths and efforts.

ADVOCATE. ACT. ADVANCE.

- ✓ **Reflective Listening:** Demonstrating understanding and empathy.
- ✓ **Summaries:** Reinforcing key points and maintaining focus.


 **Examples of OARS Responses Used in This Roleplay:**

Step 3: Observer Feedback (If Applicable)

If a third person is observing, they should use the checklist below to provide feedback:

- ✓ Did the peer specialist use **open-ended questions** effectively? (Yes/No)
- ✓ Were **affirmations used** to recognize the peer's strengths? (Yes/No)
- ✓ Did the peer specialist **reflect the peer's statements** rather than offer solutions? (Yes/No)
- ✓ Was a **summary used to reinforce key points** and clarify next steps? (Yes/No)

 **Additional Feedback:**

 **Pro Tip:** Constructive feedback should focus on **how well MI techniques were used** and how they could be improved.

Step 4: Self-Reflection for the Peer Specialist

- ✓ What felt natural when using MI techniques?
- ✓ What was challenging?
- ✓ How could you improve for future conversations?

 **Self-Reflection Notes:**

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💡 **Pro Tip:** MI is a skill that improves with practice—**regular roleplays help refine these techniques in a low-pressure environment.**

Final Takeaways

- ✓ Roleplaying MI scenarios strengthens **confidence and fluency** in real conversations.
- ✓ Effective MI use includes **engagement, OARS techniques, and avoiding the righting reflex.**
- ✓ Observing and receiving feedback allows for **continuous improvement.**
- ✓ The more you **practice MI in different peer situations**, the more natural it will become.

🎯 **Continue practicing MI roleplays with peers to build skill and confidence!**