

Betsy Kindall ([00:08](#)):

I'm Betsy Kindall.

Nicole Fairchild ([00:10](#)):

I'm Nicole Fairchild.

Stacy Moore ([00:11](#)):

And I'm Stacy Moore.

Betsy Kindall ([00:12](#)):

And this is Arkansas AWARE, a project to advance wellness and resiliency in education.

Nicole Fairchild ([00:21](#)):

Hey, everybody, welcome to the Arkansas AWARE podcast. We have decided that here in the month of May we tell you a little bit about some of the trainings we have coming up for summer PD. So we've talked to you a little bit about the school climate trainings and a little bit about the blending SEL on the classroom trainings. But now I want to talk to you about the motivational interviewing training that I'm putting together.

Stacy Moore ([00:42](#)):

I'm so excited to hear what you got planned.

Nicole Fairchild ([00:44](#)):

Okay. I am really excited about this. So motivational interviewing is really a pretty old technique and it originated in the addictions world. And it originated with this idea that when you're talking with people about, for instance, quitting drinking, that people have a natural ambivalence about wanting to do it. They have a natural... They feel two ways about it. They might be able to see that there are some consequences to it, but then they also have a need for it or it's filling some sort of need in their life. And so they feel two ways about it. And it is pretty natural for us as humans to just say, "Well, just do the right thing." Or just shame or blame or guilt somebody into a corner in terms of getting them to be motivated to change. And on a news flash, that doesn't work. And we've seen evidence of that for decades and decades.

Nicole Fairchild ([01:47](#)):

So motivational interviewing says something a little closer to, "Well, let's go ahead and just sit with that for a minute. A lot of people feel two ways about a lot of things. And so I really want to hear what that's about, hear what your reasons for and against are, give you some time to think about it, and tap into your own internal motivation for what it is you really want to do." And it has a level of developing discrepancy. So your value say this and your behavior say that, and that's really uncomfortable and with a lot of grace and empathy. And it's funny, Stacy. I realized, and I think I came to you a week or two ago when I was diving headlong into this.

Nicole Fairchild ([02:36](#)):

And I said, "I know what it is. I know now why I hate to give people magic wands." I hate to give people magic wands because, and it's very easy to do with motivational interviewing, I could give you the skills and you could use it to be manipulative. You absolutely could. You could use the skills of motivational interviewing to manipulate people. You could use these tips or these techniques or these things in the classroom to manipulate behavior. Absolutely. The difference is, the reason I hold my magic wand tightly is because I want you to do it with the right spirit.

Stacy Moore ([03:12](#)):

Yes.

Nicole Fairchild ([03:13](#)):

I want you to do it with the right spirit. And I say to you, I'm more Rogerian than I thought I was, which is clinical terms for saying Rogers. Carl Rogers had this idea of being able to sit with people and give them your unconditional positive regard and believe that they have wisdom and truth inside of them. And that you don't have to lead them and you don't have to force them down a path, but you can give them the space they need to sort it out and to do so with just a lot of grace.

Stacy Moore ([03:42](#)):

Yeah. And patience.

Nicole Fairchild ([03:44](#)):

And patience. Yeah, lots of patience. And I honestly, Stacy, I told you, I didn't realize that had influenced my work so much, because as a clinician, I think I was focused on strategies and techniques and cognitive behavioral therapy and learning parent-child interaction therapy. And I didn't realize just how much at the base of all of it was Carl Rogers, was unconditional positive regard. And so, they talk a lot in motivational interviewing trainings about the spirit of MI, the spirit of motivational interviewing. And it is very Rogerian, it's very trusting that you have wisdom inside of you. I don't need to give you a whole list of answers and advice.

Stacy Moore ([04:26](#)):

So my mind is exploding. I'm thinking of a couple of things. And one is that with that magic wand idea, I'm thinking about from the other person, from the person sitting in the chair, from the client, from the student, from their perspective, if I'm trying to get them to change, because we know behavior change can be very difficult, what I like about this concept is that we are sitting with them and we are looking for that internal motivation within them before we start even thinking about how to change the behavior.

Stacy Moore ([04:57](#)):

And so, we're thinking about from them. And so instead of putting something on them that may not fit them or trying to force them or coerce them to change a behavior, it's really sitting with them. And like you said, that ambivalence is there, and so getting them to get behind the reason, if there is one, for that change, which to me just means you're going to be more successful. If they can go back and say, "This is why I want to do that. And this is for me. It's not my therapist putting this on me. It's not my teacher. It's not my counselor. It's not my parents. This is within me that I see this. And I recognize this ambivalence. And I do want to change a little bit," then that makes that. It gives fuel, right? To anything and any help

to anything moving forward in that plan. And the second thing it makes me think of is we don't often do that in school.

Nicole Fairchild ([05:49](#)):

We don't. I was at a training. I think we've talked about this on the podcast that we've heard from several educators. Kids are not motivated right now. They're not motivated. And we were saying, is it overwhelmed? We were trying to do a reframe. But motivational interviewing really does say, "Okay, it doesn't appear that they're motivated toward the goals you want them to be motivated toward." But what are they motivated about?

Stacy Moore ([06:10](#)):

Yes.

Nicole Fairchild ([06:10](#)):

And like you said, we have lots of situations with students where we want something different from them that they're not giving us. And so what are our options?

Stacy Moore ([06:20](#)):

Force?

Nicole Fairchild ([06:20](#)):

Yeah.

Stacy Moore ([06:21](#)):

Or manipulative.

Nicole Fairchild ([06:21](#)):

Force, threaten. Right, grade down, clip down, whatever. And so motivational interviewing, I think the thing I like about it too is that it can easily become a way you are rather than a technique that pull out of your back pocket. And when it is a little more the way you are with young people, you'll find a lot more success.

Stacy Moore ([06:46](#)):

And with people in general, right?

Nicole Fairchild ([06:47](#)):

Yeah.

Stacy Moore ([06:47](#)):

I think it really does remind me of that being versus doing. And so if they can sit with you and they feel comfortable and you have faith in them as a person and... Anyway, that just sets up a great atmosphere for behavior change if that ends up being where you go.

Nicole Fairchild ([07:04](#)):

So I'm freaked out a little bit, honestly, about how am I going to do that in six hours with school professionals who don't know anything about Carl Rogers and who don't have any idea about motivational interviewing and maybe who are not good active listeners. And how am I going to do this in six hours? And I am not sure yet, but I'm excited about it.

Stacy Moore ([07:28](#)):

That's so funny because there's this online training that you know of that you tell me about. And so I've been on there looking at it. I'm giving away a question that's probably against. I'll make it general. There was a question on there, something about that motivational interviewing is easy. And it's not. And they recognize that. They recognize that this is something that you get the principles and the spirit of it, but that to implement-

Nicole Fairchild ([07:57](#)):

Practice.

Stacy Moore ([07:57](#)):

... it takes practice, it takes experience doing it. And so I can validate those concerns because that makes sense. And so it does make me think about what you're talking about and the direction you're going about the importance of that spirit.

Nicole Fairchild ([08:10](#)):

Yeah. So I think after the six hour training, people will not... I don't want them to say they're trained in motivational interviewing.

Stacy Moore ([08:18](#)):

Not experts.

Nicole Fairchild ([08:18](#)):

No, I think I want them to say they now know how to practice.

Stacy Moore ([08:22](#)):

Yeah. Oh, I love that.

Nicole Fairchild ([08:23](#)):

They now know how to do more practice of it, because it's like the practice of medicine. It's like something you have to keep practicing and you get better at the more you do it. I just think it's going to help a lot when we're looking at discipline, when we're looking at restorative practices, when we're looking at motivating students toward more academic success, when we're looking at high risk behaviors in teenagers. I mean, I can just think of every 12 ways. I can think of 12 ways this can be used by school professionals across the board. And it's also part of the reason why I named it motivational interviewing for school professionals because I think our school counselors really could use this, but so could our

school nurses, and so could our principals, and so could our assistant principals, and so could our superintendents, because I know you have angry people up in your office sometimes.

Stacy Moore ([09:10](#)):

Yes. Teachers, staff, parents.

Nicole Fairchild ([09:12](#)):

And teachers, everybody. Yeah. So I really hope that I get a good crowd for this one because I think it's going to be a fun day. And I told you too that I tried to do a training last year that was solution-focused, and I didn't have any direct training and solution focus. You have a little bit more than I do and I love it. But I didn't feel like I was able to, I don't know, somehow help people to practice the skills. And I feel like I've learned from that. And I'm ready this year with these trainings to be able to help people practice it a little more.

Stacy Moore ([09:53](#)):

This may be a bird walk, but it just reminds me. It's just screaming to me that I took my daughter to the physical therapist this past week, and oh my goodness, Nicole, the wealth of knowledge that this lady had was just amazing. Like bend this way, do this, push here. And she's taken measurements the whole time. And her being able to speak about this muscle and this muscle and this bone and this whatever. And I'm sitting there in awe like, "The wealth of information that you have, and I have none in this area, I'm so appreciative," right? And she said, "I've been doing this for 21 years."

Nicole Fairchild ([10:30](#)):

Yeah.

Stacy Moore ([10:30](#)):

And so it just reminds me that she started somewhere.

Nicole Fairchild ([10:34](#)):

Yeah.

Stacy Moore ([10:35](#)):

She started somewhere. And so I think that with motivational interviewing, when we are learning how to counsel again, or for the first time, or we're trying to add to our presence or to be more effective, that we've got to start somewhere. And so starting with this and learning that spirit of it, the more experience and practice we have, we're eventually going to be like that. We're going to be like we are able to use this fluently. And that's what I'm excited about, is that everybody who's going to benefit from that.

Nicole Fairchild ([11:04](#)):

Yeah. I'm excited too. It's going to be a lot of fun. So these are also in-person offerings. We've got it scheduled here at the OUR Educational Cooperative for Friday, July 22nd and at Arch Ford on Wednesday, August 3rd. So those are both in-person offerings for motivational interviewing. And I'm just

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really looking forward to it. I think it's going to be a lot of fun. I think it's also going to be another one that I can tweak and make better and keep using, because I really think just the more I've looked into this, I think this is the kind of thing that school professionals can get their hands around, can get started practicing and really see some good results from it. So it's going to be so much fun.

Stacy Moore ([11:50](#)):

Well, and exciting again. I just think about, across this day, how many people are going to benefit from those who are trained in it.

Nicole Fairchild ([11:58](#)):

Yeah. It'll be awesome. So come out and see us.