



STATE OF MICHIGAN
DEPARTMENT OF CORRECTIONS
LANSING

GRETCHEN WHITMER
GOVERNOR

HEIDI E. WASHINGTON
DIRECTOR

DIRECTOR'S OFFICE MEMORANDUM 2020 - 24

EFFECTIVE: January 1, 2020

DATE: December 16, 2019

TO: Executive Policy Team
Administrative Management Team
Wardens
FOA Operational Administrators

FROM: Heidi E. Washington, Director

SUBJECT: Motivational Interviewing (MI)

SUPERSEDES DOM 2019 – 24 (effective 01/01/2019)

Motivational Interviewing (MI) is an evidence-based practice that helps people move beyond resistance or superficial compliance and achieve meaningful behavior change. MI can make the interactions with offenders more impactful and focus the conversations on real behavior change while reducing argumentative and defensive encounters.

Many staff see themselves as observers of offender behavior, rather than as instruments that can positively affect offender's behavior. While it is true that the offender has to possess the desire to change, MI skills give staff the tools to become active participants in offender change. MI does not suspend the Department's role in gaining compliance using violations and sanctions, but enhances the ability to do so, while adding the benefit of long-term behavioral change, less resistance, and less risk to the safety of staff.

MI skills can be used by staff whether their interactions are brief or long term. When staff are building rapport, creating reports, conducting investigations, completing assessments, issuing sanctions, managing a housing unit, or simply attempting to motivate another human being, research proves this interactive way of communicating to be remarkably effective.

MI coaches will be available to begin coaching groups of staff. For those interested in participating in an MI coaching group, they should contact their local coach or e-mail the MDOC-MI-Coaching mailbox, to receive the name of their local coach.

Staff will be instructed to complete a 40-minute computer-based module prior to attending the coaching group. The coaching groups will be one-hour long each month with no more than five staff members plus the coach assigned to the group.

Some of the stipulations for these groups are as follows:

- All participants shall attend voluntarily. No one shall be mandated to attend. Interested staff shall contact their local coach or the MDOC-MI-Coaching mailbox for participation.
- The groups are closed. No one should be added once the group has started.
- Each group member must complete a 40-minute computer-based training module, take the test, and print the certificate of completion, prior to attending the coaching group.
- Supervisory staff shall be instructed to make arrangements to ensure the group members and coaches can be relieved to complete their computer-based training courses.
- Supervisory staff shall be instructed to make arrangements to ensure the group members and coaches can be relieved to conduct/attend their monthly one-hour coaching group.
- There are 20 lessons, thus each group can take up to 20 months to complete.