

Wisconsin Motivational Interviewing Quality Improvement Project
Fidelity Rating Tool

Name: _____ Rater: _____ Date: _____

Instructions: This tool contains a variety of Motivational Interviewing skill and trait items. Rate the degree to which your partner incorporates the skills or traits into “live” or “audio-taped” contacts or sessions with clients. Rate only circled items. Offer comments/suggestions as well. Each item is rated using the following scale:

4 (a) Demonstrates the skill or trait properly, (b) with clarity (so client can understand), (c) at the appropriate frequency, and (d) using good timing with respect to the client’s readiness to change
3 Conformity with 3 of 4 areas (a) – (d) above
2 Conformity with 2 of 4 areas (a) – (d) above
1 Conformity with 1 area (a) – (d) above
0 Did not use or did not conform

Item	Rating
1. Expresses empathy. Conveys genuine warmth and acceptance of the client where they’re at; demonstrates that he/she wants to understand the client’s situation; creates an atmosphere where the client can safely explore their situation; good posture (faces client, eye contact, relaxed)	
2. Believes in the client. Instills a positive attitude, optimism, and hope about the client and their ability to change	
3. Client-centered. Creates a collaborative atmosphere and how the relationship is a joint one - counselor and client together; demonstrates that the client’s opinion, perceptions, and choices are most important; that change originates with the client; asks permission to share advice; client does most of the talking	
4. Rolls with resistance. Invites the client to share his/her viewpoint; seeks to understand the resistance; does not judge; does not argue	
5. Open-ended questions. Uses open-ended questions that elicit more than just a yes/no response; lets client do most of the talking; “What brings you here today?” “How did you feel when the court ordered you to come here?” “Tell me about your situation at work.”	
6. Affirming. Acknowledges the client’s positive traits, strengths, abilities, or successful efforts no matter how small; “I can see that being a good employee is important to you.” “You didn’t want to come today but you did anyway and I commend you for that.”	
7. Reflections/playbacks. Repeats, rephrases, or paraphrases back to the client what the client says; encourages the client to continue talking about their situation; “You felt betrayed by your supervisor.” “It bothers you that your supervisor talked to Personnel about you.”	
8. Summarizes. Recaps, reviews, or sums up discussions before moving on; “Let me summarize what we’ve just talked about. You’re not sure that you want professional help and you only came because the courts have ordered you. And you want the counseling appointments to be convenient so you don’t miss any work. Did I miss anything?”	
9. Pros and cons discussion. Encourages discussion of positive (advantages) and negative (disadvantages) of the client’s current situation, desires, attitudes, or behaviors; “What might happen if you don’t seek professional help?” “What good might come from your seeking professional help?”	
10. Creates awareness of discrepancies. Elicits discussion about conflicts, discrepancies, or inconsistencies as it pertains to the client’s current situation, desires, attitudes, or behaviors; “You say you want to keep using cocaine, but I also hear you saying that you like and want to keep your job.” “Maybe seeking professional help isn’t right for you now. I’m wondering how other people around you are viewing this?”	
11. Elicits change talk. Evinces client statements about making positive changes; client verbalizes advantages, need for change, reasons for changing, and commitment to change; approach is appropriate to the level of client readiness/motivation/stage of change (pre-contemplation, contemplation, etc.); “Are you saying that you are ready to seek professional help or not really?” “In what ways would it be good for you to seek professional help?” “If you were to decide to get professional help, what would be your plan?”	
12. Facilitates the development of a change plan. Helps the client set a goal to change, the steps to get there, options, resources, supports, and obstacles; “It sounds like you’ve made a decision to seek help. What do you need to do to make this happen?” “What might get in the way of your seeking help?”	
Total Points	