

Motivational Interviewing Skills Evaluation Form

Observer: _____

Date: _____

Staff Observed: _____

Time: _____

- Score: 3 Exceeds Use of Skill: Employee exhibited superior use of skill.
 2 Meets use of Skill: Employee uses the skill but not to fullest potential.
 1 Needs Improvement: Employee struggles to use the skill properly or does not use skill at all.

<u>SKILL</u>	Exceeds Use of skill	Meets Use of skill	Needs Improvement	<u>Comments</u>
* Staff will be expected to demonstrate and an adequate use of skill at least 50% of the time*				
Engagement- Consistently respectful, courteous, aware of non-verbal cues, avoids sarcasm.				
Active listening- Provide undivided attention, paraphrasing.				
Open-ended questions- Choose questions that encourage more productive talk about positive behavior change.				
Affirmation- Acknowledges client Difficulty.				
Reflection- Restating meaning, checking what is meant.				
Summarization- Reinforce what is said. "So, tell me if I have this right... point 1, point 2, point 3... Is that right?"				
Awareness of personal environment- Consistently modeling pro-social behaviors, awareness that clients are always watching and looking for antisocial behaviors.				
Elicit self-motivating statements- Get client to realize that there is a problem, be concerned about the problem, realize a behavior change is necessary, get client to feel he/she can change.				
Total Score Scale: 20-24 Exceeds Use of Skill 13-19 Meets Requirements 8-12 Needs Improvement				Score _____

Discussion/Recommendations: _____

Observer: _____ Staff Observed: _____

Comments: _____

Signature of Staff: _____ Date: _____