



# MI Measurement Tool

	1 = MI inconsistent	2 = Beginning to sound client centered	3 = MI consistent
<p>Partnering for change This dimension measures the extent to which the coach fosters a collaborative process with the client as two equal partners who are working together towards the client's goals. There is a shared balance of power, and the client is the acknowledged expert regarding his/her life.</p>	<p>Takes expert role by defining the client's problem and prescribing/developing the goals and/or plan for the client</p> <p>Gives advice or suggestions without permission</p> <p>Exhibits the righting reflex (urge to fix or solve for the other) in a condescending and patronizing way</p> <p>Indifferent to or unaware of interpersonal discord</p> <p>Minimal attempts to engage or build rapport</p>	<p>Emerging efforts to collaborate and share decision-making</p> <p>Asks permission or secures an invitation before offering advice or suggestions</p> <p>Shows efforts to manage the righting reflex successfully</p> <p>Aware of any discord or client reluctance if it arises, with some attempts to reduce it and re-engage</p> <p>Conveys the belief that the client can contribute meaningfully to the change process</p>	<p>Skillfully collaborates and recognizes the client as the lead</p> <p>Acts as a key consultant working with the client within his/her change process</p> <p>Augments the client's change process with relevant knowledge and expertise, emphasizing the client's autonomy, when requested or if permission is asked and given</p> <p>Successfully avoids the righting reflex</p> <p>Elicits/evokes and reinforces the client's expertise, insights, and ideas relevant to the person's change process</p>



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<p>Guiding This dimension measures the extent to which the coach negotiates and navigates the conversation in a shared direction toward the goal of the referral, presenting problem, target behavior, or topics of concern.</p>	<p>Primarily directing, controlling, or mandating the client's goals</p> <p>Takes the expert role and leads or pushes the client</p> <p>Conveys overt or subtle expectations regarding compliance or adherence</p> <p>Does not work towards establishing a shared approach to client's goals</p> <p>May wander or follow excessively, or lose focus in the conversation</p>	<p>Makes efforts toward a shared approach to client's goals</p> <p>Does not seem to have any secondary or unshared agenda</p> <p>May suggest additional agenda items, in a client-centered and collaborative way</p> <p>Seeks and maintains a shared focus</p> <p>Regains focus and shapes discourse towards shared focus if the conversation loses course</p>	<p>Skillfully delineates a shared approach to client's goals</p> <p>Shapes the conversation towards insights/solutions/resolution based on client needs and preferences</p> <p>Collaboratively clarifies potential paths or approaches if presented with multiple or complex goals, or if extra issues arise</p> <p>Assists the client in finding a clear path or approach that aligns with the person's ultimate goals or interests</p> <p>May respectfully follow, but no instances of wandering or directing</p>



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<p>Supporting autonomy and activation</p> <p>This dimension measures the extent to which the coach encourages and supports the client's autonomy and freedom to choose, as well as recognizing, addressing, and affirming the client's self-efficacy and agency for change.</p>	<p>Primary focus is on the coach's goals/values</p> <p>No interest in or support for the client's choice/control</p> <p>Uses potential consequences or warning as tool to diminish client sense of choice/options</p> <p>Focuses on what the client is not doing or doing incorrectly, ignoring strengths</p> <p>Offers ideas or suggestions without permission or invitation</p>	<p>Emerging efforts to focus on and respect client goals/values</p> <p>Makes attempts to support and acknowledge client choice/control</p> <p>Provides support and affirmations, but mostly limited to agreement, approval, or praise</p> <p>May ask permission occasionally to offer ideas or suggestions</p>	<p>Skillfully fosters client's wisdom and self-determination through focus on person's values/ goals</p> <p>Markedly enhances client's sense of choice/control</p> <p>Works to activate client's desire for growth and change</p> <p>Only provides ideas and insights to foster client activation, and only with client's permission</p> <p>Offers meaningful affirmations that address client mastery, self-efficacy, and activation</p>



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<p>Evoking This dimension elicits the client's perspective on his/her own thoughts, barriers, knowledge, feelings, ideas, motivators, goals, values, and solutions regarding the target behavior and change. The coach operates both from a place of genuine curiosity and a belief that the motivation and ability to change exists within the client and focuses efforts to skillfully elicit, explore, and expand the client's perspective.</p>	<p>Absence of curiosity and exploration of client perspective</p> <p>Gathers and/or provides facts</p> <p>Gives information, suggestions without permission, and unsolicited advice</p> <p>Acts as the sole expert in the conversation</p> <p>Conveys that the client lacks motivation or insight, focuses on deficits or problems, falls into the question/answer trap ("It's my job to ask questions and your job to answer them")</p>	<p>Emerging efforts to elicit and explore the client's perspective</p> <p>Demonstrates interest in the client's perspective</p> <p>Shows curiosity and follows up to deepen or draw out the client's perspective</p> <p>Does not fall into the question/answer trap</p> <p>Explores change talk preferentially</p>	<p>Skillfully elicits, explores, and expands the client's perspective</p> <p>Explores the client's ideas, insights, solutions, and steps towards change</p> <p>Demonstrates curiosity with active and consistent efforts to follow up, deepen, or draw out the client's insights</p> <p>Shows deep interest in and respect for the client's perspective</p>



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<p>Expressing empathy for change</p> <p>This dimension measures the extent to which the coach actively listens without judgment; grasps the client's thoughts, feelings, experiences, and perspective; and conveys that understanding to the client, especially as relevant to the change process</p>	<p>Dismisses, ignores, or has little interest in client perspective, feelings, or experiences</p> <p>Does not leave own world view</p> <p>Conveys no grasp of the client's perspective</p> <p>May have a grasp but is indifferent, annoyed, or irritated with the client's reality or perspective</p>	<p>Emerging efforts to understand the client's perspective with moderate success</p> <p>Exhibits some grasp of the client's perspective, but not deeply enough to elicit and understand the client's inner experience relevant to change</p> <p>May demonstrate a preference for understanding the client's sustain talk at the expense of opening pathways to change talk</p> <p>Some attempts to grasp the client's reality throughout the session with sporadic success</p>	<p>Consistently communicates a deep understanding of the client's reality, especially as it relates to change</p> <p>Consistently provides reflections that go beyond the explicit content to the client's unspoken emotions, values, desires, meanings, and connections to change</p> <p>Consistently demonstrates a solid grasp of the client's perspective</p>