Checklist: Motivational Interviewing (MI)

A supervisor-administered fidelity observation tool for evidence-based practice quality assurance.

MI SPIRIT · OARS CORE SKILLS· IDENTIFYING & RESPONDING TO CHANGE TALK

EMPLOYEE	SUPERVISOR	OBSERVATION DATE	SCORE
_____	_____	_____	/ 100%

I The 'MI Spirit'

"The Foundation"

Was the intervention collaborative or confrontational?

- ☐ **Partnership:** Did the professional treat the client as the expert on their own life?
- ☐ **Acceptance / Empathy:** Did the professional express accurate empathy for the client's struggle?
- ☐ **Compassion:** Was the focus clearly on the client's best interest and well-being?
- ☐ **Evocation:** Did the professional draw out the client's own ideas rather than 'installing' their own?

II The 'OARS' Core Skills

"The Mechanics"

Did the professional use the specific tools of MI?

- ☐ **Open-Ended Questions:** Were at least 50% of questions 'Open' — i.e. cannot be answered with yes or no?
- ☐ **Affirmations:** Did the professional make at least 2 specific, genuine statements about the client's strengths?
- ☐ **Reflections:** Did the professional use a 2:1 ratio of Reflections to Questions — the Gold Standard?
- ☐ **Summaries:** Did the professional 'collect' the client's change-talk and reflect it back in a summary?

III Identifying & Responding to Change Talk

"The Goal of MI"

Did the professional move the client toward action?

- ☐ **Recognizing Change Talk:** Did the professional hear and highlight 'DARN' (Desire, Ability, Reason, Need) statements?
- ☐ **Rolling with Resistance:** When the client pushed back, did the professional avoid arguing and instead reflect resistance?
- ☐ **Evoking Strategies:** Did the professional utilize evoking change talk strategies such as: Scaling Questions, Looking Forward/Back Questions, Worst and Best Case Questions, etc.)

The "Gap Analysis" Scoring

For the Supervisor — record outcome below each tier

HIGH FIDELITY
90% – 100%

Service meets institutional standards.

Professional is eligible for the Mastery Badge.

Notes: _____

MODERATE FIDELITY
70% – 89%

Identified Gap: [Specify below].

Remediation: Assign Module 4 in the EBP University.

Notes: _____

LOW FIDELITY
< 70%

Critical Drift detected.

Action: Immediate 1-on-1 supervision required.

Notes: _____