



STATE OF MICHIGAN
DEPARTMENT OF CORRECTIONS
LANSING

GRETCHEN WHITMER
GOVERNOR

HEIDI E. WASHINGTON
DIRECTOR

DIRECTOR'S OFFICE MEMORANDUM 2022 – 16

EFFECTIVE: January 1, 2022

DATE: December 16, 2021

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

FROM: Heidi E. Washington, Director

SUBJECT: Motivational Interviewing (MI)

SUPERSEDES DOM 2020 – 21R2 (effective 06/08/2021)

The decision to fully implement Motivational Interviewing (MI) into the foundation of Michigan Department of Corrections (MDOC) operations is included as part of our strategic plan objective 2.1 “Establish a coaching model to improve interactions with offenders.” Efforts continue to me made to engrain MI skills and strategies in our training modules, core programming, performance expectations and policy directives. The use of MI has the potential to enhance motivation and effective communication skills, while decreasing resistance and stress in our daily interactions, both inside and outside of work. The MDOC is dedicated to the wellbeing of staff and is making this investment for all staff to receive training in MI in the foreseeable future. The process of training all staff will take place over multiple years and require regular update trainings to sustain this skill set.

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.

There are multiple tracks of MI training currently available

MI-1 (Basic) & MI-2 (Advanced) (28 hours): Mandatory requirement as determined by each administration. Consideration to cost, coverage, and workload/facility operations will determine the number and classification of staff who will attend for each fiscal year. However, all MDOC staff will eventually be trained and receive ongoing update training in MI as part of standard business operation.

MI-20 Coaching Teams: Mandatory if assigned by each administration. Voluntary participation may be sought for anyone interested in participation if they are not specifically required to attend by their administration. 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.

MI-20 CBT Training (20 sessions): Mandatory upon assignment by your administration.

Specific information regarding MI training can be found in the 2021 MDOC Training Plan.
<https://stateofmichiganlearningcenter.csod.com/client/stateofmichiganlearningcenter/default.aspx>