MOTIVATIONAL INTERVIEWING TRAINING: EFFECT ON STAFF WELLBEING

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Exploring Motivational Interviewing as a corollary to staff well-being
Ireland J and Morris N
What is it?

- Communication tool underpinned by 2 beliefs:
  - MI uses skills to equalise the power between the practitioner and 'client'
  - Everyone has motivation when they want change
MI – becomes part of the culture

Smoking cessation

All staff

PMA + Birth Afterthoughts

Iolanthe Award

Better Births

PN visits until day 28
Why this study?

• RCM study 2016: mw’s report higher stress than other NHS staff
• Good ‘side effect’ of MI: supports women AND staff

Aims of A-EQUIP Model
• Reduce stress and burn out
• Improve team dynamics
• Improve work-life balance
Design

- Collaboration with PH Dorset
- Online survey – to stratify sample across staff groups & years of service
- 10 semi-structured interviews
Results: themes

- Impact on well-being
- Mindset shift from 'fixer' to 'enabler'
"I don't feel that I have to 'action' everything thrown at me. I didn't have this skill before, I was an "I'll do that for you person"
"if a woman tells you she knows X, Y and Z (about induction) .... you can get into the nitty gritty of it rather than the things they can read on a leaflet"

"I'm not having to rush, covering all these bits of information, because I can find out (what) the woman knows already...it's less stressful"
Results: themes

- More supportive conversations
- Empowerment
"Rather than pointing the finger and saying, 'you should do this' they work it out for themselves which is a lot more positive experience for people, particularly vulnerable people who already have low self-esteem...."
Results: themes

• Less emotional burden
"It's 'win-win'. You are not taking on the burdens of the world. It eases your burden of stress"
Film of a Midwife looking for a change approaches
PMA for 1:1 Restorative Clinical Supervision (RCS)

N.B. There is no role play in training (it's all real!)

1. One way to approach it
2. A Motivational Interviewing way
• 200 staff will have trained across Poole and Bournemouth by end of 2020

• Cultural norm, part of the language

• Well-being effect is evidenced by this small study

• Larger study recommended for this important topic
Interested in bringing training to your workplace?

Et al training

MAKING EVERY CONTACT COUNT

The Poole Approach
Friendly, professional person-centred care
Thank you for listening
I hope you enjoy the rest of your day!
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