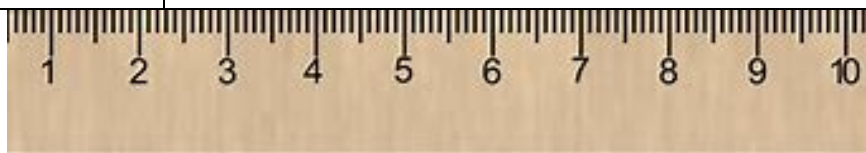


BRIEF NEGOTIATED INTERVIEW (BNI) ALGORITHM*

Tasks	Dialogue
1. Build Rapport <ul style="list-style-type: none"> • Ask permission • Day in the life 	<p>Before we start, I'd like to learn a little more about you. Would you mind telling me a little bit about yourself?</p> <p>What is a typical day like for you? What are the most important things in your life right now?</p> <p>How does your [X] fit in?</p>
2. Explore Pros and Cons <ul style="list-style-type: none"> • Ask <u>pros</u> and <u>cons</u> • Use reflective listening to highlight key points • Summarize 	<p>I'd like to understand more about your [X] use.</p> <p>What do you enjoy/like about [X]? What else?</p> <p>What do you enjoy less or regret about your [X] use? What else?</p> <p><i>Explore problems mentioned in appts.</i> You mentioned ... Can you tell me more about that situation?</p> <p>So, on the one hand you said [PROS], and on the other hand you said [CONS].</p>
3. Provide Feedback <ul style="list-style-type: none"> • Assess client knowledge • <u>Elicit</u> permission • <u>Provide</u> information • <u>Elicit</u> response 	<p>What do you know about the impact [X] might have on your work and/or risks of [X]?</p> <p>Would you mind if I shared some additional information with you?</p> <p><i>Provide 1-2 salient points.</i></p> <p>What are your thoughts on that?</p>
4. Use Readiness Ruler <ul style="list-style-type: none"> • Readiness ruler • Ask about lower number 	<p>To help me understand how you feel about making a change in your [X] use, [show readiness ruler]...</p> <p>On a scale of 1-10, how ready are you to change any aspect related to your [X] use? Why did you choose a [X] and not a lower number like a 1 or 2?</p> <p>If they choose "0": What would need to happen in your life to consider making a change?</p>
5. Negotiate an Action Plan <ul style="list-style-type: none"> • Develop an action plan <ul style="list-style-type: none"> • Client ideas • Staff ideas • Assess confidence • Ask about lower number • Explore challenges • Summarize • Thank client 	<p>You mentioned some reasons to change. What steps are you willing to do for now to complete your training? What else?</p> <p><i>Share your ideas (if applicable) using the elicit-provide-elicited approach.</i></p> <p>I have a few suggestions that might be helpful. Would you mind if I shared them with you? <i>Provide 1-2 concrete ideas for action plan.</i> What are your thoughts on that?</p> <p>On a scale of 1-10, how confident (1-10) are you that you could meet these goals? Why did you choose a [X] and not a <u>lower</u> number like a 1 or 2?</p> <p>What are some challenges to reaching your goal(s)?</p> <p>Let me summarize what we've been discussing, and you let me know if there's anything you want to add [review action plan].</p> <p>Thanks for being so open with me today!</p>



* Adapted from the BNI-ART Institute <http://www.bu.edu/bniart/>