

MICA Descriptors

Version 3.0

Note: Level 3 is good and not easy to achieve!

1 Fundamentally Inconsistent	2 Generally Inconsistent	3 Client-Centered	4 Competent MI	5 Proficient MI
MI STRATEGIES				
Strategically Responding to Sustain Talk (ST)				
Predominantly elicits, explores, mines for, or deepens sustain talk OR invalidates relevant sustain talk	Elicits, explores, and deepens sustain talk OR ignores, minimizes or is unaware of relevant sustain talk.	Emerging efforts to respond to sustain talk.	Successfully responds to ST to the extent necessary for validation and rapport.	Skillfully responds to sustain talk to express empathy, build engagement, and to cultivate change talk.
Strategically Responding to Change Talk (CT)				
Clearly oblivious to or ignores CT OR predominantly tries to install CT	Sporadic or tepid efforts to elicit change talk OR tries to persuade client to change	Emerging efforts to elicit and respond to change talk.	Successfully elicits and responds to change talk.	Skillfully elicits, responds to, and advances change talk.
MI INDICATORS				
Partnering				
Exerts the expert role by defining the client problem and prescribing/developing the goals and/or plan.	Leans toward expert role and consistently misses or unaware of opportunities to collaborate.	Emerging efforts to collaborate and share decision making	Successfully collaborates with client in lead role.	Skillfully collaborates as key consultant, advancing client goals.
Evoking				
Absence of curiosity and little/no exploration of client perspective.	Minimal curiosity and efforts to elicit client perspective.	Emerging efforts to elicit and explore client perspective.	Successfully elicits and explores client perspective.	Skillfully elicits, explores and expands client perspective.
Guiding				
Primarily directing, controlling, or mandating client goals.	Primarily wandering around, following, or subtly directing client goals.	Emerging attempts to establish and focus on client goals.	Successfully establishes and focuses on client goals.	Skillfully navigates multiple issues while maintaining a clear focus on client goals.
Expressing Empathy				
Dismisses, ignores, or has little interest in client perspective.	Random, sporadic, or tepid efforts to understand client perspective.	Emerging efforts to understand client perspective.	Successfully communicates understanding of client perspective.	Skillfully conveys a multifaceted understanding of client perspective.
Supporting Autonomy and Activation				
No evident interest in client choice/control and little to no efforts to affirm/empower client.	Superficial attention to client choice/control and cursory efforts to affirm/empower client.	Emerging efforts to acknowledge client choice/control and to affirm/empower client.	Successfully supports client autonomy/control and affirms/empowers client..	Definitively enhances client sense of choice/control and markedly affirms/empowers client.

Excerpted from MICA 3.0 Coding manual with permission.

