



## How to Become a Member of MINT

MINT and its members receive regular requests about how one can become a member of MINT. This document describes current policies and practices related to this question.

If after reading this document any questions remain, please do not hesitate to contact: [admin@motivationalinterviewing.org](mailto:admin@motivationalinterviewing.org).

### ***MINT's Mission***

The mission of MINT is to promote good practice in the use, research, and training of motivational interviewing. MINT supports the continuing learning and skillfulness of its members through meetings, open sharing of resources, communication, publications, and shared practice opportunities. Rather than seeking to limit or control the practice and training of motivational interviewing, MINT promotes quality applications of motivational interviewing across cultures, languages, and contexts.

#### *Four Foundational Values of MINT*

|   |   |
|---|---|
| <i>Quality</i>  | <i>Generosity</i>   |
| Excellence, reliability, ethics, integrity, professionalism, responsive to emerging evidence                                | Generosity, non-possessiveness, sharing, acknowledgment, collaboration, cooperation, giving more than you receive   |
| <i>Openness</i>   | <i>Respect</i>  |
| Evolving, emergent, open-minded, innovative, flexible, expanding the boundaries, growth, humility, curiosity, self-critical | Valuing of individual and professional diversity, internationality, kindness, listening, communication, egalitarianism, welcoming, inclusivity, multidisciplinary, acceptance |

MI is not just a clinical method to assist people in issues regarding change; MI trainers are expected to be able to adopt and model this communication style while training or coaching. MINT strongly values competency in the method itself

and expects that all TNT applicants are able to competently use the method before considering teaching it to other professionals.

### ***Certification***

As a matter of policy, MINT neither certifies trainers as competent in MI nor licenses them to train MI. We remind current and future MINT members that they ***may not*** represent themselves as either “certified” or “licensed” by MINT to provide MI training.

- 1) MINT members are not permitted to accredit, certify or license their students/trainees or supervisees based on the fact that they themselves are members of MINT.
- 2) If MINT members in their capacity as trainers or coaches make any statements about the competency of their students/participants, it is expected that they will clearly state how an objective, internationally recognized metric or instrument (for instance, the Motivational Interviewing Treatment Integrity (MITI) scale) has contributed to these evaluations. Merely having attended any workshop or educational program in MI does not constitute a valid basis for a declaration of competency.
- 3) MINT is currently working to develop a certification process for both MI practitioners and trainers. The voluntary trainer certification process is part of the organization’s commitment to providing ongoing professional development for its members. It should be noted that successful completion of either practitioner or trainer certification, when the two processes are ready, will not constitute a lifetime MINT “seal of approval” to practice or train MI. Experience has shown that, as with any set of skills, MI practitioners and trainers need to stay active and continue to receive feedback in order to continue to provide high quality service. The MI learning journey tends to be a lifelong one.

### ***Practical Matters***

Members of MINT remain members in good standing by paying their annual dues. These fees are kept relatively low (for example, in 2015 dues were \$120 US).

Besides connecting you to more than one thousand MINT members all over the world through the e-Forums on MINT’s website, MINT membership also allows you to register for the annual MINT Forum meetings and to be listed as a MINT member in the trainer listings on the MINT website. This website has a ‘members only’ section for direct communication with all other MINT members and gives access to a large and ever growing collection of research materials, newsletters and training materials.

If they are current members in good standing, members of MINT are permitted to use the MINT logo on their personal websites to link to the MINT website, but may not use the MINT logo in any way that suggests that they are endorsed by

MINT or that they speak on behalf of MINT. Members may accompany the logo with the statement “Member of MINT” (or “Member of the Motivational Interviewing Network of Trainers”). Members who are not in good standing, or who have been removed or disciplined by the MINT should not state that they are MINT members or use the MINT logo.

## **Training for New Trainers (TNT) workshop**

The only current way to be eligible for membership in MINT is through completing a Training for New Trainers (TNT) that is sponsored or endorsed by MINT. After completing a TNT (including participation in the entire event), the participant is offered MINT membership.

Once a year MINT organises an international TNT. Participants from all over the world are welcome to apply for participation. The language of these workshops is English, although additional parallel TNT groups may be offered in other languages (e.g., Spanish, Italian, French).

MINT also occasionally agrees to endorse additional TNT workshops outside the annual MINT sponsored event. These additional MINT endorsed workshops can be in English and often in other languages as well. MINT endorsed TNT's have been organised in Scandinavia (Swedish, Norwegian), France (French), Japan (Japanese) and Australia (English) to date. MINT has developed criteria for those wishing to apply to hold a MINT endorsed TNT.

If you are interested in learning where, when, and in what language TNT's will be offered in the near future, please contact [admin@motivationalinterviewing.org](mailto:admin@motivationalinterviewing.org).

### ***How Do I Apply for Participation in a TNT?***

#### *The procedure*

Applications to participate in MINT sponsored TNTs are accepted electronically. About six months before the TNT workshop actually takes place, the application procedure opens. Announcements about opening of the procedure will be posted on the MINT website. Alternatively, those who have previously expressed their interest in applying to a TNT will receive an email announcing the opening of the application procedure.

The electronic submission of an application is currently handled through the services of RegOnline ([www.regonline.com](http://www.regonline.com)). Login instructions will be provided to applicants as soon as the application procedure opens.

Applications to participate in a TNT include two components: 1) a written application and 2) a digitally recorded work sample exemplifying the applicant's practice of MI, which is reviewed by a MINT coder using the Motivational Interviewing Treatment Integrity (MITI) coding system. An application fee is charged to each applicant, to defray the cost of having the applicant's work sample MITI coded by a professional coder. In return for this fee, applicants

receive written feedback on their work sample, including a MITI coding summary sheet and a narrative paragraph providing guidance as to both strengths and areas for further growth in MI practice. Details regarding submission of the work sample will be provided at the time of notification of the opening of applications.

Applicants are expected to answer all questions in the written application and to provide the name and contact information for two MI trainers or supervisors who are familiar with their MI skills. Only when all questions are answered and the work sample has been received is the application complete and eligible for review. Incomplete applications will not be reviewed.

A confirmation of a completed application will be sent to the applicant.

Complete applications will be processed in the order received. As soon as the maximum capacity of the TNT workshop, or the application deadline, is reached the review process will stop and the application website will indicate that additional applications will not be accepted. To avoid disappointment, it is important to file a complete application as soon as possible after the opening of the application procedure. *Successful applicants typically have a practice sample and their written materials ready to submit when the applications process opens.*

After 6 to 8 weeks, applicants will receive a notification about the outcome of the reviewing process. The team of reviewers will do its best to give further suggestions to unsuccessful applicants, so as to guide them toward improving any future application. There is an appeal process available to the applicant, details of which can be found in the application instructions.

### *The review criteria*

A team of reviewers made up of experienced TNT trainers will evaluate all completed applications according to four general criteria. These criteria will be posted on the MINT website in advance Application Opening Day, to allow applicants ample time to prepare their materials. They can also be found below.

The TNT workshop is designed specifically to provide and strengthen training skills for helping others learn MI. It will not teach the clinical method of MI itself; *proficiency in delivering MI is a prerequisite for the TNT.* Applicants are expected to have substantial experience in delivering and/or training MI and should be able to demonstrate ways in which they have developed and are continuing to develop skillfulness in the practice of MI through feedback and coaching. Examples of experience that would qualify are:

- Direct observation of, and feedback on, the applicant's counseling or treatment sessions;
- Co-counseling with an experienced MI clinician or trainer;
- Review and coding of recordings of MI practice using a recognized metric (e.g., MITI, MIA-STEP, BECCI) by an MI expert;
- Regular coaching and supervision with MI proficient supervisor

In summary, it is expected that applicants will be able to describe their experiences in ongoing learning of MI that include the ways in which they have learned, applied, and received supervision in their MI practice. Some experience with providing MI training workshops to teach others is recommended, but is not a requirement for acceptance into a TNT.

Applicants are expected to provide specific information about these types of experiences, along with contact information for the MI consultant(s) who have provided feedback and coaching. Applicants are expected to provide the names and contact details of two references who can comment on the applicant's learning process and competency. It is assumed that the applicant has given permission to contact references provided.

Special consideration will be made for individuals who are applying from geographical areas in which there is significant need for MI trainers, but where few resources are available to receive supervision on their MI practice. Individuals from underrepresented or economically disadvantaged settings may be eligible for scholarships and are encouraged to apply.

The online application will focus on prior background and experience with MI. The exact phrasing of questions might vary, but applicants can expect to answer questions like the following:

- 1. Describe your initial MI training experience (e.g., how, when and who taught you).*
- 2. For how long have you used MI, and in what settings(s) or population(s)?*
- 3. In what ways has your use of MI (spirit and techniques) enhanced your practice and/or training workshops?*
- 4. Describe what you have done to continue developing your proficiency with MI since your initial training. Emphasize experiences involving directly observed supervision of practice and any coding of practice samples on the MITI or similar instrument.*
- 5. Please provide email and telephone contact information for the MI trainer(s) who provided direct observation of your MI practice/work through supervision, training, coaching, feedback, etc., and who could describe your proficiency in the clinical method of MI. We may contact the persons you list for additional information.*
- 6. To whom and in what setting(s) do you anticipate training MI? Describe any experience you have already had with training others in MI.*
- 7. In addition to promoting quality in MI training, the MINT organization values generosity in sharing one's expertise with other MINT members,*

*and giving of one's time and talents for the benefit of populations in need.  
In what ways might you express this value in your own work as a trainer?*

The answers given to the online questions (of which the seven questions above are examples) provide the reviewers the material to evaluate the application, using the following four TEAM criteria:

- **Training.** The applicant completed an initial MI training sequence that appears to provide reasonable coverage of core MI concepts.
- **Education.** The applicant has sought out additional training and support to continue developing and demonstrating proficiency in the use of MI. Examples include receiving supervision, coaching, feedback; letter(s) from MI experts.
- **Application.** The applicant demonstrated a breadth of clinical and/or training activity that would support developing skillfulness in the application of MI.
- **Merit.** The applicant indicates consistency with MI spirit/philosophy in responses to questions as well as how the application of training skills will benefit others, and be of service to populations in need.

The reviewers then make a recommendation based on the TEAM ratings as well as the review of the work sample.

### *Accepted; then what?*

As soon as the review team has reached the decision to accept an application, the applicant will be informed.

Subsequently, the applicant will be invited to submit the TNT registration fee within the specified timeframe. **It should be noted that only accepted applicants will be invited to pay registration fees and that *only prompt payment of the registration fees will ensure the applicant a place in the TNT.***

Registration fees are set to meet the expenses of the event. Expenses are kept as low as reasonably possible. For instance: TNT trainers and training assistants receive no fee for their work. Expect a registration fee between \$900 and \$1000 US for the 3-day TNT, depending on the actual costs of the venue. Reduced registration fees may be available for a limited number of applicants who reside and practice in a developing country or country in transition for at least two years, or reside in a country or location impacted by a natural disaster during the last year, or who otherwise can demonstrate financial need. The MINT sponsors a Public Service Fund for the purposes of assisting such applicants.

Prior to the actual TNT, the trainers' team will contact accepted applicants with preparatory information and possibly some suggestions or requests for specific preparatory tasks.

TNT workshops will often have 80 to 120 participants, divided into 2 or 3 core groups of approximately 40 participants each. Each core group will have two TNT head trainers and two supporting trainers, which makes the trainer-participant ratio 1:10.

Participants cannot select their core group. The trainers' team will divide all participants over the various core groups, keeping in mind a reasonable representation according to gender, nationality and fields of expertise.

**TNT participants are expected to attend the full 3 days of the programme** and therefore should make sure that they arrive at the venue in time and, while there, plan their days in such a way that they will not miss any of the sessions. **Only those who have attended the full programme, from start to finish, will receive a certificate of attendance and become eligible to join MINT.**

In summary: completing a TNT and becoming a member of MINT is a major milestone in the continued learning of how to become a better MI trainer. Hundreds of experienced MINT members will assist you in this process. For information about contact details of MINT members in your area, please search the MI website at [www.motivationalinterviewing.org](http://www.motivationalinterviewing.org) under Trainer Listings.

## **Common Stepping Stones in the Pathway to MINT Membership**

Last but not least, we would like to give you an example of what kind of educational steps could be taken to acquire competency in MI. The following examples should be seen as some of the elements to acquire the minimum requirements for application to a TNT, but no applicant is expected to have every one of these experiences. It is possible that some of the information requested might have been forgotten or might not be available. Applicants are encouraged to be thorough but apply even with missing information.

1. Introductory training in Motivational Interviewing:
  - a. Workshop: include trainer names, dates of training, number of contact hours and content and format of workshop
  - b. University Course: include names of teachers, syllabus, location
  - c. Workplace Training: include trainers names, contact hours content and format of the training process including supervision received.
2. Ongoing MI Skill Development

- a. Intermediate and Advanced Workshops: include trainer names, number of contact hours and content and format of workshop
  - b. Supervision and Coaching: include name of supervisor or coach and whether or not formal feedback of training samples was included. Include information on fidelity instruments used to evaluate your work sample(s) (MITI, MIA-Step, BECCI, etc.). Include an example of your feedback if you wish.
  - c. Self-guided study: provide detailed information about your study plan and resources. Tell us how you received objective feedback about your performance.
3. MI Training Experience (if applicable)
- a. Co-Training with MINT member: include name of trainer and dates
  - b. Types of MI training you have provided: describe in detail the level and depth of training you have provided, including any supervision or feedback you have provided to your trainees. Include documentation (syllabi, evaluations) that is relevant, if you wish.
4. Research on MI (if applicable): include titles and abstracts of studies conducted, as well as contact details for supervisors and/or co-researchers.

We remind you that these are just examples of elements which may lead to competency in MI. Not each and every item will (or should) apply to all individuals. At the same time we stress that *knowledge of the method is necessary and competency in its application (supported by observed practice, supervision, coaching and fidelity measuring) should be clearly demonstrated before applying to a TNT. Applications without strong evidence of objective feedback from others as part of the learning process are less likely to be successful.* Further, while we encourage learning from MINT members, we understand that many applicants will have other, sometimes excellent MI teachers and supervisors. Careful documentation of these mentors (contact information) will be useful in our review of the application.