[00:00:00] Let's talk about what a plan is in motivational interviewing. There is so many ways to look at a plan. I mean, if the three of us were going to, you know, clean up my office, we'd come up with a plan, pretty straightforward, beginning, middle, and end to it. You know, different assignments, different target behaviors probably modify as we go.

Once we dive into. When you think when I think about motivational interviewing, what I keep thinking about is what is the long-term behavior change? I always, my brain just goes to that kind of chameleon, monocular vision, where eyes are looking at two different directions. So if we're guiding towards an ultimate outcome, we have to have an eye on the ultimate outcome that has to have a more general plan.

And then what we're doing today. To get to that place is a very specific plan. And that may need to be modified in motivational interviewing since it is behavior change based, what is the ultimate goal or value this individual is working towards when you get into [00:01:00] things like self-determination theory and some of these underlying pieces that now are being related to EMI it's who do you ultimately want to be?

And what serves you most, and what's the most fulfilling nourishing thing in your life. And how would life be that if we're, if we're oriented to that, the plan to your point, Casey has a lot more likelihood for staying power for the long run. If you haven't gotten to what you were just talking about.

Ultimately, ultimately, what's this about? It's just less likely that they're just going to keep, you might have to have more frequent conversations if you haven't got to that meaningfulness, right. That deep. So I do think there's kind of a setup to talk about focus before a plan and how much time and energy you have to go there and just really make sure you're anchored at the top of their mountain and that they feel.

That sense of motivation and importance and confidence. And the more they sense that the more likelihood it's going to have [00:02:00] stain power, your plan, not just, oh, we talked about how important it is. So what are you going to do about it and falling into the premature planning trap? And this is what Y we do think and building what I think of and building an MIV plan is I want.

It to be so clear about what is the ultimate destination as part of my planning process. And that makes it easier then to adjust on any given day, the target behaviors and the measurable objectives, which is what most of our funders and our organizations and our programs want. We can be really specific about those, but it's still personal.

I'm eliciting. What do we want to do today? If that is the treasure, if that's the journey of FAFSA Harbor or the island that you want to go to, what do we need to do today to make sure that that happens? Because this is about you getting to where you want to go. Because John and I had a conversation about a change that I was working on earlier today.

And, um, he did really well at, at restating some of the options that [00:03:00] I had come up with in that. And again, I really liked that because it sounds super silly, but sometimes you get lost in your own planning process and you kind of forget. What the plan was. And so having him restate a couple of those options and what we've talked about and made me go, oh yeah, yeah, no, I really liked that one idea or that two idea or whatever.

Um, so I think that's really helpful in planning profits. Yeah. What's so critical is it does reinforce again, why it's so important for us to listen deeply and empathetically and engagement at peace and to make sure we truly tease out the value. The focus, the drive, the target behavior, because all the work we do there pays off or working on the plan and people are pursuing their plan because we're going to circle back around to all these things that they said.[00:04:00]

I also naturally tend to do more affirmations in the planning stage. I tend to do that to also bolster and like excite the people that are thinking about this change and remind them and kind of build that. Confidence within themselves that they can, they are able to do this. Um, and that becomes a really good, like almost, um, icing on the cake for them.

I, I always, they, as, as they're creating their plan, they're feeling really good. And yes, I can go do this. The podcast you had talked about, like the confidence ruler, for example, that's one way, once you have gotten to the top of their mountain to use the confidence ruler to get into, well, how confident are you with your health?

If the biking company. And, you know, you're about that then to your point, Casey, you know what you, I could say something to the effect of, you know, what, you know, that the biking is going to be one step that gets you closer to be X, Y, and Z that you were talking about. So when we're talking [00:05:00] about this right now, and you talked about X, Y, and Z as being really important to you, how are you going to navigate those situations when you're really chasing.

That's how we can get into hypothetical problem solving. What's going to go through your head to be who you want to be as specific as you might have to go with Tammy to go well, when are you thinking that the biking would work? And if it doesn't work out today, where in the week would maybe be a backup plan for you that, you know, you know, I'm, I'm definitely by now going to fit it in, because I know that if I don't, I'm going to regret it.

Cause that's not going to help me in the long. And that you bring these things up because that's where smart goals matter, but it's got to be the, to your point, Casey and Tammy, it's got to matter.