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## Mentoring, Coaching, and Motivational Interviewing

### A Note from the Director

[National Mentoring Month](#) is an annual, high-profile campaign to draw attention to the need for more volunteer mentors to help America's young people achieve their full potential. It's the perfect time of year to think about how we can best support the personal and professional development of those around us. We may choose to support youth by serving as a mentor or making referrals to mentoring programs.

Additionally, many adults can benefit from mentoring, coaching or motivational interviewing as they work to strengthen their interpersonal skills and enhance efforts to achieve self-sufficiency. We hope the tips and resources listed below will help you and those you serve as we all work together to strengthen our families and communities.

Best Regards,  
**Robyn Cenizal, CFLE, Project Director**

## Tip of the Month

Your monthly tip to strengthen the relationships of those you serve. Share it - Post it - Pass it on!

Mentorship, coaching, and motivational interviewing are three powerful tools for supporting and empowering families. These relationship-based approaches center on the specific needs and strengths of each individual or family, and engage them in designing and following a plan that leads to self-sufficiency. Here are [five tips for motivational interviewing](#):

- Express empathy;
- Develop discrepancy (between a participant's goals and his/her behavior);
- Avoid argumentation;
- Roll with resistance by acknowledging it, clarifying the participant's perspective, and shifting the focus away from the perceived barrier; and
- Support the participant's confidence and her belief that she can achieve her goals.

## Featured Resources

The Resource Center's [Virtual Library](#) has collected more than 1,400 materials in a variety of formats including fact sheets, research-to-practice briefs, brochures, pamphlets, training resources, program reports or evaluations, and research materials.

- **Coaching for Success: Using Coaching Techniques to Improve TANF Employment Services**

This presentation by Ramsey County Workforce Solutions and PCG describes Ramsey County's transition to a coaching model for its TANF workforce service delivery. Topics addressed include the evidence base for coaching, the link between coaching and executive function, and how to use coaching to increase participants' skills.

- **Supervisor Coaching Training Resources**

Coaching is also an important tool for staff development. These resources from the Utah Department of Workforce Services were used to train supervisors to coach staff through the implementation of the state's new family-focused case management model. They describe key coaching skills and techniques and outline the differences between coaching and managing or mentoring.

- **Mobility Mentoring®**

Mobility Mentoring® is EMPath's (formerly Crittenton Women's Union's) professional practice of partnering with clients as they acquire the resources, skills, and sustained behavior changes necessary to attain and preserve their economic independence. It is the implementation platform for Bridge to Self-Sufficiency®, EMPath's theory of change for how individuals move from poverty to economic self-sufficiency. Mobility Mentoring practices include the use of SMART goals, incentives, and coaching.

- **Motivational Interviewing: Resources for Trainers**

This training manual from the Motivational Interviewing Network of Trainers (MINT) provides a variety of training ideas, specific exercises, metaphors and activities designed to help learners understand the spirit and practice of motivational interviewing. Most of these training ideas were originally designed for a workshop format, but many are also suitable for individual training and supervision as well.

## Events

The Resource Center's [Events Calendar](#) offers a listing of Resource Center events and other national, regional, and community-wide events that might be of interest. Upcoming events include:

- **18th Annual Fathers & Families National Conference in Los Angeles, CA, February 28 - March 3, 2017**

The Fathers & Families Coalition of America designed one of America's first young fathers model programs funded by Temporary Assistance for Needy Families (TANF), which successfully served thousands of 16-26-year-old fathers. Out of this experience came the Fathers & Families Coalition's annual conference, which has trained over 15,000 professionals and parents. The 2017 conference will feature over 60 workshops and six special training programs.

*The Resource Center will be presenting "One Big Happy 'Blended Family': Helping Fathers Co-Parent Effectively" and exhibiting at the conference. Please attend our session and stop by our exhibit booth!*

- **Cultivating Connections: The Importance of Relationships in Adolescent and Young Adult Health in New Orleans, LA, March 8 - March 11, 2017**

In this digital age adolescents and young adults are increasingly connected with a broader internet-based community. However, young people continue to be influenced by relationships with parents, health care providers, teachers, peers, romantic partners, and friends IRL (in real life). These critical connections occur not only on social media but also within families, schools, health care systems, and communities. This meeting will explore the significance and value of

cultivating connections in adolescent and young adult health and development.

## Feedback and Technical Assistance

To learn more about the Resource Center, visit us at [www.healthymarriageandfamilies.org](http://www.healthymarriageandfamilies.org).

The National Resource Center for Healthy Marriage and Families supports human service providers as they integrate healthy marriage and relationship education skills into service delivery systems as part of a comprehensive, culturally appropriate, family-centered approach designed to promote self-sufficiency.

If you have suggestions or wish to speak with a Resource Center staff member, please [contact us](#) and we will be happy to assist you. To learn more about free training and technical assistance available to human service agencies, visit our [Training and Technical Assistance page](#).

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