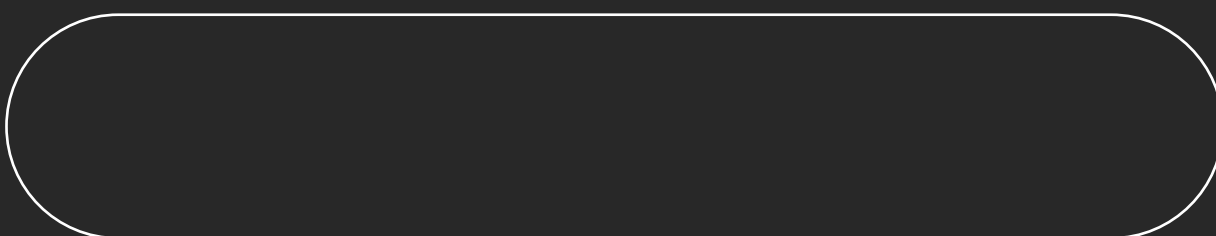


THE GOLD BADGE



The Scottish Drugs Forum Motivational Interviewing Badge Scheme



THE SCOTTISH DRUGS FORUM MOTIVATIONAL INTERVIEWING BADGE SCHEME

The SDF Motivational Interviewing Badge Scheme involves practitioners completing specific learning objectives related to training and practice. SDF considers these objectives to be reliable and dependable indicators underpinned by the evidence-base in the learning and development of MI. SDF sees the progressive pathway through the Badge Scheme as a readiness to enter into MI practice, to be assessed, and to have enhanced professional status as a result.

There are 3 badges to collect within the SDF MI Badge Scheme.

These are Bronze, Silver and Gold Badges.



SDF MI BADGE SCHEME: THE GOLD BADGE



THE BADGE

Obtaining accurate feedback on MI practice is critical to evidencing proficiency. The Gold Badge is intended for people who wish to evidence that they have met the basic competence and proficiency thresholds in implementing MI practice and evidence their written understanding of MI theory and practice.

ENTRY REQUIREMENTS



Completion of the Bronze and Silver Badges.

WHAT WILL YOU LEARN?

- A customised continuing development plan that meets your unique MI learning needs and skill level.
- Formal assessment of MI skilfulness from a quality assurance perspective using the Motivational Interviewing Treatment Integrity (MITI) Coding Manual.
- Structured, formal feedback on strengths of MI practice and ways to improve toward proficiency.

 **SCOTTISH DRUGS FORUM**

LEARNING OUTCOMES

- Identify personal strengths in Motivational Interviewing practice and areas for development through personal reflection and feedback.
- Demonstrate understanding of MI theory and practice through written analysis of a transcribed motivational Interview.





HOW TO ACHIEVE THE GOLD BADGE

Achieving the Gold Badge is broken down into two phases 1) Learn 2) Assess.

1. Learn:

Submission of a 20 minute audio practice sample demonstrating your progress in MI practice. Through the evaluation of an audio recorded practice sample of MI using a standardised rating system with known reliability, your MI practice will be evaluated against component processes within MI. The Motivational Interviewing Treatment Integrity (MITI) Coding Manual is the most widely used and psychometrically sound tool for rating MI practice samples and would be used to provide structured, formal feedback on strengths and ways to improve practice.

2. Assess

In this area you will work toward:

- Demonstrating your progress in MI theory and practice by submitting a 1000 word written analysis of a transcribed motivational Interview demonstrating your understanding of MI practice and identifying areas of MI-inconsistent practice.
- Demonstrating basic competence and proficiency thresholds in implementing MI practice through submission of two 20 minute audio practice samples for assessment.

DURATION & FORMAT

Duration:

Submission of the written transcript analysis and the three audio recording practice samples should be submitted within 10 weeks of commencing the Gold Badge.

Format:

The Gold Badge can be obtained:

- Within a group setting arranged with SDF through Alcohol and Drug Partnership or single agencies. Maximum number of participants per group is 6.
- Through individualised one-to-one MI coaching arranged with SDF. Coaching will be provided through MS Teams.



ASSESSMENT CRITERION

- Describe the characteristics of MI tasks and the application of MI spirit and core skills which foster the relational and technical components of MI within a case study analysis.
- Identify examples of MI-inconsistent practice and possible more helpful responses within a case study analysis.
- Demonstrate the application of MI spirit and core skills to elicit and strengthen change talk and respond to sustain talk in two audio practice samples of MI practice.

THE PURPOSE OF ASSESSMENT

- To let you demonstrate the new knowledge you've gained & the skills you've developed in MI.
- To provide you with feedback about how your understanding of and skilfulness in MI is progressing.
- To measure your achievement of obtaining the Gold Badge.

ASSESSMENT FEEDBACK

Written feedback will be provided to you on your written analysis and audio practice samples detailing strengths and suggested areas for improvement and whether a satisfactory level of knowledge and basic competence in MI has been achieved. Your audio submissions will be assessed by an experienced SDF MI trainer who is trained in the use of the Motivational Interviewing Treatment Integrity (MITI) coding manual. The feedback on audio submissions does not guarantee that you consistently deliver motivational interviewing in practice; it only verifies that you were able to do so during the audio submissions.

REASSESSMENT



If you do not meet written analysis requirements and/or basic competence and proficiency thresholds in the practice of MI within the two assessed audio recordings on first try you will be given feedback and an additional opportunity to retry. Feedback will focus on how the written and/or practice sample could be improved.



OBTAINING THE GOLD BADGE

Achievement of the Gold Badge will be provided to participants who complete satisfactorily the written analysis and meet the basic competence and proficiency thresholds in MI practice as described in the Motivational Interviewing Treatment Integrity (MITI) Coding Manual version 4.

Once you have obtained the Gold Badge you will receive:

- SDF certification of Badge completion recognising your achievement of the Gold level in the learning and development of MI practice.
- A written record of the learning objectives against which the Gold Badge was obtained and how you achieved these which provides evidence to prove you met those objectives.



VALIDITY OF THE GOLD BADGE

MI Skills must be maintained. They can be lost. Maintaining and enhancing skills doesn't end because you have reached the height of MI skilfulness. We change and our environments change. The need for skills development is constant. Therefore, your Gold Badge is valid for 12 months from date of completion.

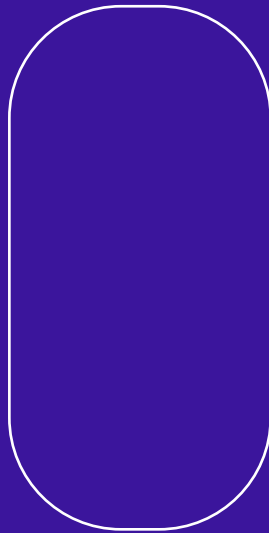
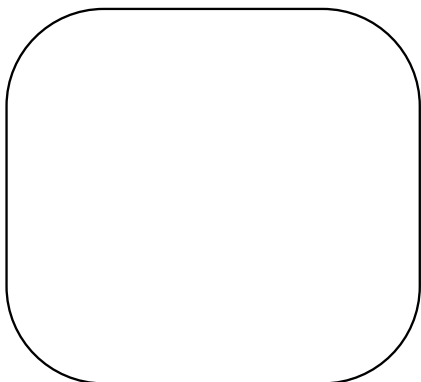
Thereafter, you have the option to work toward reinstating your Gold Badge status for a further 12 months by demonstrating basic competence and proficiency thresholds in MI practice through submission of a 20 minute audio practice sample. If you do not meet the basic competence and proficiency thresholds in the practice of MI on first try you will be given feedback and an additional opportunity to retry. Feedback will focus on how the practice sample could be improved.



THE SDF BADGE SCHEME WHAT IT MEANS AND WHAT IS DOES NOT MEAN?

WHAT THE BADGE DOES MEAN?

The Bronze, Silver and Gold Badges signifies that you have participated in progressing your learning and development in MI practice. Those who achieve the Gold Badge will receive certification of MI proficiency based on meeting practice competence criteria as measured by the Motivational Interviewing Treatment Integrity (MITI) coding manual version 4.



WHAT THE BADGE DOES NOT MEAN?

The Bronze, Silver and Gold Badges are not an accredited qualification in MI. Participants completing the Badges should not imply that they have been approved by SDF to practice MI as a result of completing the Badges. Experience has shown that, as with any set of skills, MI practitioners need to stay active and continue to receive feedback to continue to provide a high-quality MI service. Certification of proficiency is to be based on meeting practice competence criteria and is not given based merely upon completion of a particular amount of training, although a sequence of structured training experiences may contribute to achievement of proficiency.

IS THE SDF MI BADGE SCHEME RIGHT FOR YOU?

The Badge Scheme is a comprehensive pathway that will give you the knowledge and skills to advance your MI practice. If you can answer 'yes' to each of the questions below, the MI Badge Scheme may be for you.

- ⚡ Do you have conversations with people about making changes in their lives?
- ⚡ Do the people you support experience ambivalence or reluctance to make such changes?
- ⚡ Would it be ethical for you to intentionally guide a person to think in such a way that strengthens their motivation and commitment in the direction of change?
- ⚡ Do you want to learn MI and see the value in learning this?
- ⚡ Do you want go beyond knowing about MI and become skilful in this method?



THE DRUGS AND ALCOHOL WORKFORCE KNOWLEDGE AND SKILLS FRAMEWORK

The Badge Scheme supports the development and implementation of practice-specific knowledge and skills in delivering psychologically informed care as described within the Scottish Government Drugs and Alcohol Workforce Knowledge and Skills Framework (2025).

You can find out more information [here](#).





**A Scotland free from
drug-related health and
social harm.**



VISION



MISSION

To improve Scotland's approach to drug-related issues. We influence this through our work by striving for compassionate, inclusive, evidence informed policy and practice.

You can learn more about the training that we offer on our website:

<https://sdf.org.uk/work/learning-and-development/wfd-training>

You can access our free e-learning courses here:

<https://www.sdftraining.org.uk/e-learning>

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