

Initiating Treatment Rubric

Step	Element	Poor	Fair	Good	Rating	Points
1	Introduces session	Includes fewer than 5 of: Interviewer's name, role, session purpose, expected duration, confidentiality, autonomy, patient's preferred name, permission seeking	Includes 5 or 6 of:	Includes 7 or 8 of:		0/2/4
2	Asks at least one initial open question on substance use and reflects	Skips this item or executes it poorly	Asks an open question, does not reflect	Asks an open question and reflects		
3	Asks permission to give feedback on screening and/or brief assessment responses	Skips this item or executes it poorly	Asks half-heartedly and/or does not attend to the response	Asks genuinely and attends to the response		
4	Accurately identifies substance use category when giving feedback*	Skips this item or does not identify the correct category	Vaguely identifies the correct category	Clearly identifies the correct category		
5	Gives appropriate feedback on that category*	Feedback is omitted, very vague, incomplete, or incorrect	Feedback is vague or incomplete	Feedback is clear and detailed		
6	Elicits response to the feedback	Skips this item or executes it poorly	Asks unclearly, fails to wait for response, or does not accept response	Clearly asks for, waits for and accepts response		
7	Asks permission to make a recommendation	Skips this item or executes it poorly	Asks half-heartedly and/or does not attend to the response	Asks genuinely and attends to the response		
8	Gives an appropriate recommendation*	Recommendation is omitted, very vague, incomplete, or incorrect	Recommendation is vague or incomplete	Recommendation is clear with appropriate detail		
9	Emphasizes autonomy	Skips this item or executes it poorly	Vaguely emphasizes autonomy	Clearly emphasizes autonomy		
10	Elicits response to the recommendation	Skips this item or executes it poorly	Asks unclearly, fails to wait for response, or does not accept response	Clearly asks for, waits for, and accepts response		
11	Explores for and reinforces change talk regarding importance	Does not seek change talk on importance	Seeks change talk on importance once or twice with open questions or reflections	Seeks change talk on importance at least 3 times with open questions or reflections		
12	Explores for and reinforces change talk regarding confidence	Does not seek change talk on confidence	Vaguely seeks change talk on confidence	Clearly seeks change talk on confidence at least once with open questions or reflections		
13	Summarizes and asks a key question	Skips this item or executes it poorly	Summarizes with little detail or omitting important change talk, or does not clearly ask a key question about readiness to change	Gives robust summary emphasizing change talk and clearly asks a key question about readiness to change		
14	Supports the decision	Skips this item or executes it poorly	Vaguely enunciates support	Clearly enunciates support		
15	If pt declines treatment: • Ask permission to describe alternatives	Skips this item or executes it poorly	Asks half-heartedly and/or does not attend to the response	Asks genuinely and attends to the response		
16	• Educate about alternatives	Clarity and detail are lacking	Mostly clear, or slightly too little or too much detail	Very clear, appropriate detail		
17	• Explores for and reinforces change talk, summarizes, and asks a key question	Seeks no change talk or omits summary or no key question	Seeks some change talk or summarizes vaguely or inappropriate key question	Seeks change talk aggressively, emphasizes it in summary, appropriate key question		
18	Helps set a plan, if appropriate	Inappropriately skips this item or executes it poorly	Helps set a plan but lacking in structure or detail	Helps set a plan with excellent structure and detail		
19	Summarizes, offers follow-up and closes the session	Skips this item or includes 1 of: briefly summarize, offer follow-up, and say good-by	Includes 2 of: briefly summarize, offer follow-up, and say good-by	Includes all of: briefly summarize, offer follow-up, and say good-by		
P r o c e s	Shows empathy and partnership and no judgment*	Shows lack of empathy or lack of partnership or judgment	Verbalizes empathy with at least 2 reflections and shows no judgment	Verbalizes empathy with at least 3 reflections and makes a statement of partnership and shows no judgment		0/4/8
	Avoids unwanted advice and information, warning, persuasion*	Gives unwanted advice or information, warns, or persuades twice or more	Gives unwanted advice or information, warns, or persuades once	Avoids completely		
	Avoids premature planning*	Plans inappropriately with more than one question or statement	Starts to plan inappropriately with one question or statement	Avoids completely		
* Total number of required items with ratings of "poor": ____ (must = 0 to pass)				Total number of points (≥65 to pass):		