



**Integrated primary mental health
and addiction (IPMHA) workforce**

Pūrākau and Motivational Interviewing professional development training

Summary evaluation feedback, January to June 2025

September 2025

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Brief background

Between January and June 2025 Te Pou funded the Pūrākau and Motivational Interviewing (MI) professional development workshops for health improvement practitioners (HIPs), health coaches, and support workers who are employed in an IPMHA funded role in primary care or community settings. The training was delivered by Tipene Pickett of Kotuku Training and Counselling Limited.

The workshop aimed to explore the mana of both pūrākau and MI in conversation, helping attendees to support others in talking themselves into change. It also aimed to deepen attendees' understanding of the Pōwhiri process to assist with engaging with Māori. Attendees also received resources to support them in applying their learning from the workshop to practice.

By the end of the workshop, trainees were expected have:

- an in depth understanding of the importance of embracing the spirit of Motivational Interviewing
- increased proficiency in accurate empathy. For example, aim to have a ratio of one reflection to one question (minimum considered for proficiency in MI)
- knowledge of what MI is used for and what it isn't
- understanding of tasks of MI and where they are in the journey
- greater ability to identify the Change Talk and cultivate more of it.

Purpose of the report and audience

This report summarises feedback from people who attended the workshops. It includes self-reported increases in trainees understanding, knowledge, skills, and confidence after the workshop, as well as their intention to apply learning from the training in their practice.

Method

The table below details the number of people who attended the workshops and evaluation responses received by dates. Six workshops have been delivered to date and attended by a mix of HIPs, health coaches and support workers. People who completed the workshops responded to a semi-structured survey where they provide self-reported feedback on their understanding of topics, knowledge, skills and confidence to practice and how they intend to use their learning (see Appendix One).

Of the 112 attendees, 73 provided evaluation responses. This gives a 65 percent response rate, indicating a moderate level of confidence that the responses are representative of people who attended. See table below for breakdown by cohort and dates.

Table 1: Training completion and evaluation response rates

Date	Number in attendance	Evaluation responses	Response rate
17 and 18 Feb	20	17	65%
27 and 28 Mar	20	10	
29 and 30 May	17	6	
23 and 24 Jun	17	13	
5 and 6 Jun (Te Waipounamu)	18	16	
12 and 13 Jun (Northern region)	20	11	
	112	73	

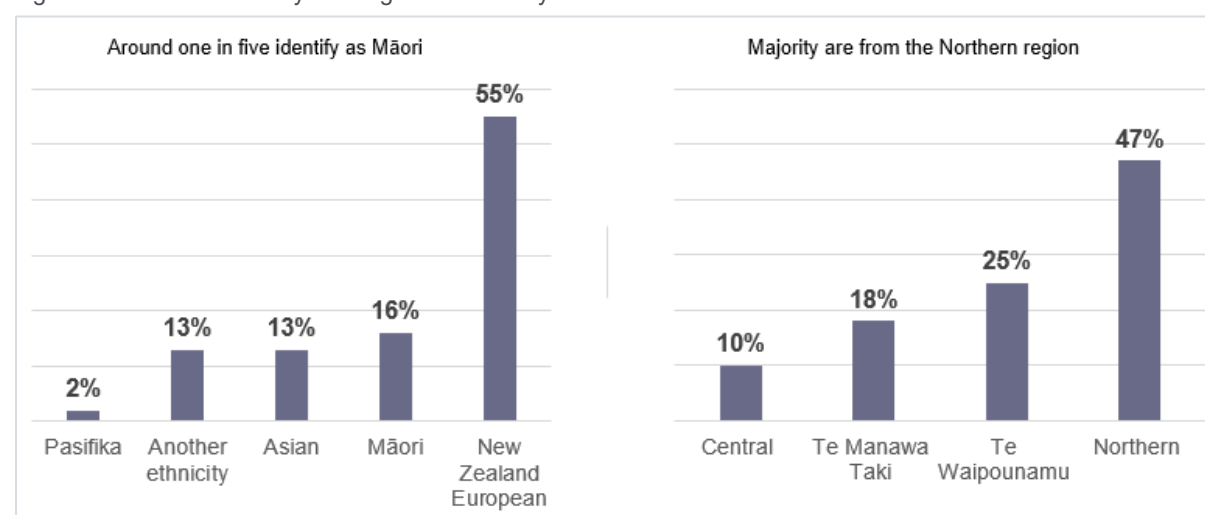
Results

This section details a description of the trainees. It includes sociodemographic information from their registration data (112 people), and feedback from the post workshop survey (73 people).

Trainee profile

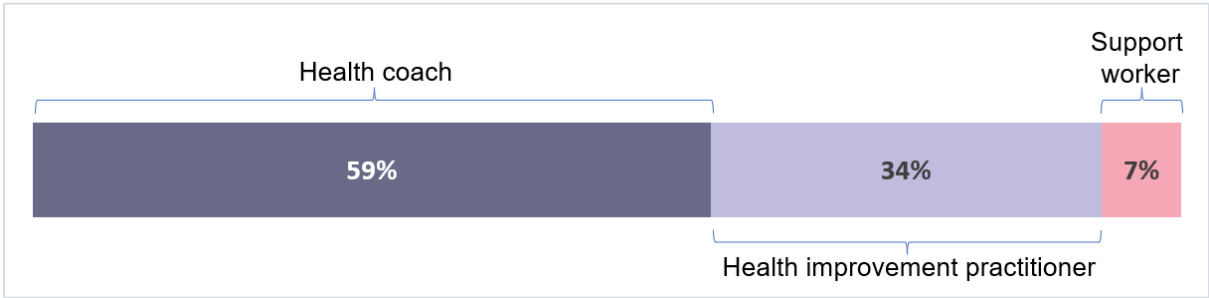
Nearly two out of five trainees (16 percent) identify as Māori, while over half (55 percent) are Pākehā (New Zealand European). Nearly half of the trainees (47 percent) were from the Northern region, while the Central region had the fewest participants (10 percent). See Figure 1.

Figure 1: Trainees Ethnicity and region where they work



Most trainees were in health coach roles (59 percent), followed by HIPs (34 percent), and support workers (7 percent). See Figure 2.

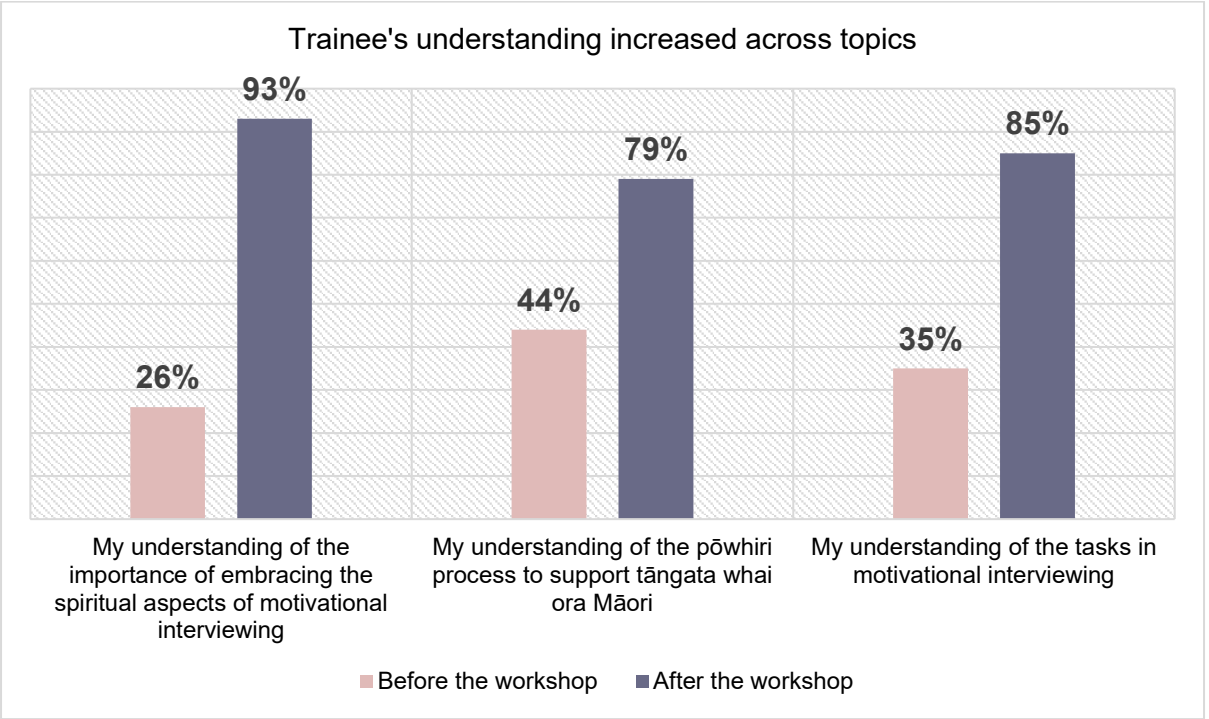
Figure 2: Trainees role



Understanding of topics

Attendees’ understanding of topics increased after the workshop. More specifically, their understanding of the importance of embracing the spiritual aspects of motivational interviewing more than tripled (3.7 times increase). Their understanding of the Pōwhiri process to support tāngata whai ora Māori almost doubled (1.8 times increase), and similarly, their understanding of the tasks in motivational interviewing increased 2.4 times. See Figure 3.

Figure 3: Trainees understanding of topics increased after the workshop



Trainees' confidence to implement learning

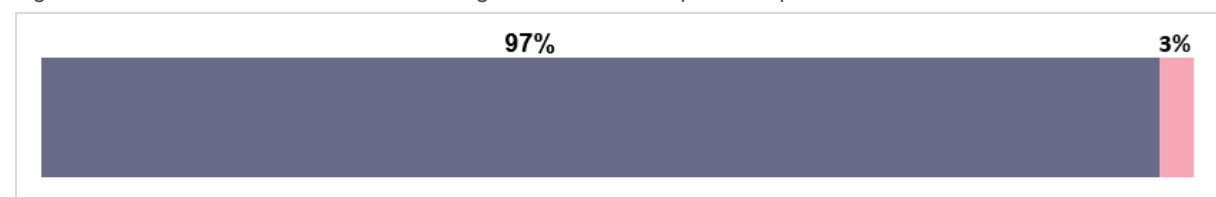
Evaluation data show increases in attendees' knowledge, skills and confidence in topics. Their knowledge of what MI is used for and what it is not increased 2.4 times. Also, there was 1.4 times increase in attendees' skills in accurate empathy. Thirdly, their confidence to identify the change talk and develop more of it increased 5.3 times. See Figure 4.

Figure 4: Trainees knowledge, skills and confidence.



An overwhelming 97 percent of attendees who completed the evaluation survey said they are likely to apply their learning from the workshop to their practice. See Figure 5.

Figure 5: Attendees' intention to use learning from the workshop in their practice

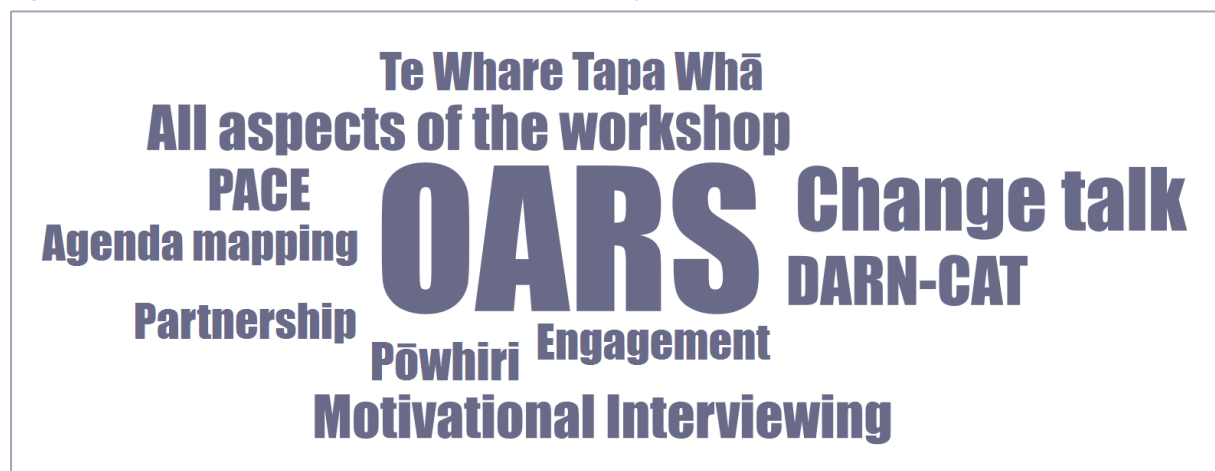


Applying learning to practice

Attendees shared examples of aspects of the workshop they intend to apply in their practice. This data was analysed using MAXQDA. Attendees could mention tools, techniques or approaches in their responses and these were coded accordingly. OARS (open questions, affirmations, reflective listening, and summary reflections) was mostly cited, with 43 mentions. Change talk was mentioned 12 times.

Other tools and techniques mentioned include DARN-CAT (Desire, Ability, Reason, and Need – Commitment, Activation and Taking Steps), PACE (partnership, acceptance, compassion and evocation), the spirit of motivational interviewing, Pōwhiri and Te Whare Tapa Whā. The code cloud below highlights coded segments.

Figure 6: Aspects of the workshop attendees intend to apply in their work



Comments are shared in quotes below.

“The conversational skills of OARS and using strengths-based responses. Using more reflective responses in sessions, less questions. Different questions to respond with in change talk”.

“Learning the Pōwhiri process was beneficial as well as I didn’t know this at all previously despite having gone to many”.

“Spotting change talk and gaging where the whai ora is at in terms of readiness before leaping to making goals - this education will make a huge difference to the quality of my work”.

Additional reflections from attendees

Attendees shared additional reflections about their overall experience of the workshop. Words like powerful, thought-provoking, excellent, great, valuable, enriching, amazing, respectful, were used to describe their experience of the workshop. They used words and phrases like great trainer, skilled, brilliant teacher, knowledgeable, fantastic facilitator to describe the trainer. Some also shared they would recommend the learning to other colleagues. See comments in quotes below.

“An excellent and thought-provoking workshop”.

“The [trainer] enriched my understanding and connection with te ao Māori principles. He was fully engaged, included everyone and freely shared his knowledge. Excellent workshop that will greatly improve my health coaching Practice”.

“The [trainer] was a brilliant teacher with amazing knowledge which was generously presented in a very respectful and gentle manner. Ka Te Pai!! Thank you!”

“This was an amazing training, and I think it should be available for every hip and health coach to attend. And have access to follow up sessions/support.”

“Really well-run course by the [trainer]. Came highly recommended by colleagues and I will be recommending to others.”

Tino rawe atu ki tenei wānanga. Ngā mihi nui [trainer]. I loved your ability to hold space and utilise your skills to encourage and reflect our learnings. Felt super safe to practice and explore the material. Really made me think about the value of language.

One attendee suggested a break in between the two days' workshop to allow trainees internalise the content from the first day before taking on the second. Another suggested a balance in the choice of examples used during the workshop such that all trainees can relate to in their work. A third trainee suggested there could be more emphasis on Pūrākau content given the title of the workshop. Their comments are shared in quotes below.

“I feel this course should be conducted over one day a week apart, as there is a lot of information needing to be processed. I found the second day I was nowhere near engaged due to 'brain depletion' from the previous day. I could not absorb the information provided, so the second day was a waste of time.”

“This was an MI (motivational interviewing) training, the Pūrākau component was practically absent.”

“My only suggestion to improve is that the examples used were mostly related to alcohol and drugs, a topic that is not usual for health coaches. Maybe it would be more useful to use topics like weight management and mild low mood which are delicate topics we are faced with.”

“With Pūrākau in the title of the course I was expecting more emphasis on MI processes/skills that might be specifically tailored towards Māori whānau, so was just a bit surprised that the videos etc were American!”

“Would like to see more examples from medical rather than addiction experience.”

Conclusion

The workshop clearly helped attendees improve their understanding, skills, and confidence in key areas of motivational interviewing (MI). There were strong increases in knowledge across topics, especially in recognising the spiritual aspects of MI and understanding how the Pōwhiri process supports tāngata whai ora Māori. Attendees also gained practical skills, such as using accurate empathy and identifying change talk.

Feedback showed that the workshop was well received, with many describing it as powerful, enriching, and respectful. The trainer was praised for being skilled and knowledgeable. Many attendees shared specific tools and techniques they plan to use in their work, with OARS and change talk being the most mentioned.

Attendees offered helpful suggestions to improve future workshops, including adding a break between days, using more relatable examples, and increasing Pūrākau content.

Overall, the workshop made a meaningful impact and gave attendees valuable tools to support their practice.

Appendix One: Survey Questions

Pūrākau and Motivational Interviewing workshop for employed IPMHA HIPs, health coaches, and support workers

Kia ora and thank you for attending the MI training workshop.

Your feedback is important to us. Please share your ratings on your understanding of and confidence in the topics discussed by responding to the following questions. It will take only about 5 minutes of your time. Your feedback will be held in confidence, and is anonymous, this means that your name will not be mentioned in the report from this evaluation. Te Pou will use the feedback for quality improvement purposes.

If you have any questions about the workshop, please contact the Te Pou IPMHA programme manager, Tina Harrison, on IPMHA@tepou.co.nz

Thank you.

Please rate your knowledge, understanding, skill and confidence now and before the workshop.

Statements	Very limited	Limited	Neutral	Good	Very good
My understanding of the importance of embracing the spiritual aspects of motivational interviewing					
Now					
Before the workshop					
My understanding of the Pōwhiri process to support tāngata whai ora Māori					
Now					
Before the workshop					
My skill in accurate empathy					
Now					
Before the workshop					
My knowledge of what motivational interviewing is used for and what it is not					
Now					
Before the workshop					
My understanding of the tasks in motivational interviewing					
Now					
Before the workshop					
My confidence to identify the Change Talk and develop more of it					
Now					
Before the workshop					

How likely are you to apply your learning from this workshop to your practice? (Insert skip)

Very unlikely

Unlikely

Fairly likely

Likely

Very likely

Please list aspects of the workshop you intend to apply to your practice
(Open-ended)

Please include any other comments (open-ended)

Thank you for your feedback. If you have any questions about the evaluation, please
contact the Te Pou Evaluation Manager, Katie.palmerdupreez@tepou.co.nz