



# EBP Corner

## Special points of interest:

- Evidence Based Principles in DYC
- Principle 2: Enhancing Intrinsic Motivation
- How Does DYS Implement Principle 2?
- Motivational Interviewing in DYC

## Evidence Based Principles in DYS

The 8 Evidence-Based Principles for Recidivism Reduction function as the basis for services and interventions integrated into daily operating procedures for facilities, regions, and other work offices. These Principles have a significant influence on how we engage with youth, their families, and providers. Services and interventions are considered effective when they reduce individual risk and recidivism and make a long-term contribution to public safety.

The Principles outline tangible reference points designed to support integrated collaboration for effective service delivery. This collaboration allows for services to focus on strengths and relationship-based interventions that have been shown to be effective in targeting individual needs.

National Institute of Corrections. (2004). Implementing evidence-based practices in community corrections: The principles of effective intervention. Washington, D.C.: U.S. Department of Justice, Crime and Justice Institute.

## Principle 2: Enhancing Intrinsic Motivation

Behavioral change is, by its own nature, an inside job.

**Intrinsic motivation** refers to behavior that is driven by *internal rewards* rather than external pressure.

Motivation to change is dynamic and the probability that change may occur is strongly influenced by interpersonal interactions,

including those with facility staff, treatment providers, and client managers.

Keeping youth engaged with treatment can be achieved through a strengths and relationships-based approach from staff. In addition, the active use of individualized incentives for pro-social behaviors and sanctions for behavioral violations reinforces the benefits of positive behavior change.



## Colorado Division of Youth Services

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## How does DYS Implement Principle 2?

Facility programming incorporates individualized status and level system privileges and incentives as a means of encouraging internal motivation including additional or extended phone calls, journals, and staff 1:1 time. Additional individualized strategies include integrating behavior management practices (such as PBIS) to reinforce daily behavior expectations, mentoring opportunities with staff and volunteers, as well as goal setting groups and community groups.

Client Managers and treatment providers incorporate individualized interventions throughout treatment that are designed to address individual needs and encourage positive behavior change.



## Important Questions to Remember about Enhancing Intrinsic Motivation

*Are program or facility staff trained in motivational interviewing techniques?*

*Are client managers and providers trained in motivational interviewing techniques?*

*What quality assurance is in place to ensure that effective, proven techniques are used when interacting with youth and families?*

*Are staff held accountable for using motivational interviewing techniques in their day-to-day interactions with youth and their families?*



## Motivational Interviewing in DYS

**Motivational Interviewing (MI)** is a collaborative, goal-oriented method of communication intended to strengthen personal motivation by eliciting and exploring an individual's own arguments for change. Feelings of uncertainty that usually accompany change can be explored through the use of MI techniques. Research strongly suggests that motivational interviewing techniques, rather than persuasion tactics, effectively enhance motivation for initiating and maintaining behavior changes.

All DYS staff (facility staff, regional staff, client managers, and administration) are trained in Motivational Interviewing (MI) as a primary tool to help youth enhance their own intrinsic motivation and support positive behavior change.

## Questions about EBP?

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