

Positive Behavior Supports

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How do you view people with disabilities?

- We take a break.
 - ❖ They are "off task".
- We stand up for our opinions.
 - ❖ They are "non-compliant."
- We change our minds.
 - ❖ They have "short attention spans."
- We try to make friends.
 - ❖ They have "attention seeking" behaviors.

How do we view people?

- Most behaviors serve a purpose.
- Most people have "interfering" behaviors.

NOT....

- Aggressive
- Non-compliant
- Withdrawn
- Uncooperative
- Inattentive
- Apathetic

Possible functions of behaviors:

- Communication
- Control
- Attention

Important issues

- Control
- Relationships
- Team brainstorming
- Community access

Are we part of the problem or the solution?

Things to consider:

- Is it the job match?
- Have you identified the person's support needs?
- Have we set the person up to fail?

- Don't use the negative "consequence" or "elimination" approach.
- The goal should be to assist the person in learning positive behaviors or strategies.

A-B-C Analysis

- What happens before?
- What does the person do?
- What happens after?

Identify the challenge.

- Be specific.
- Can you identify the time of day?
- How do people / coworkers react?
- Is there a specific location?
- Are there certain situations or conditions?

What is the function of the behavior?

- Describe the behavior.
- Develop an hypothesis / alternative explanation.
- Test the function / alternative explanation of why the behavior is occurring.

A Case Example

- Setting: Pizza Hut
- Job Tasks: scrubbing pizza pans, filling condiment containers, putting away supplies
- Behavior: The worker screams and runs out the back door of the Pizza Hut to sit on the curb.

Alternative Explanations

- This is not a good job match.
- The worker is trying to say he needs a break.
- The task is too simple / or too complex.
- The worker doesn't know how to perform the job.
- The environment is too loud.
- The worker feels isolated / needs support of his coworkers.
- The worker doesn't understand that work means earning a paycheck.

Function Test

- Teach the worker to communicate when he needs a break.
- Add other work tasks.
- Alternate preferred tasks with less preferred tasks.
- Change the instruction
- Provide structure to the job.
- Facilitate relationships in the workplace.

Capacity View of John

- Knows how to get what he wants.
- Likes Pizza Hut.
- Is very particular about his belongings.
- Is very neat and organized.

Alternative Explanations

- John does not like to be verbally prompted.
- He has never earned a paycheck.
- The job site is not structured.
- He gets frustrated when he doesn't understand what is expected of him.

Strategies

- Develop a strategy for John to self-monitor his work tasks.
- Assist John in learning how to use a picture book to organize his work.
- Help John learn that work means he earns a paycheck by using a self-reinforcement strategy.
- Work with the employer / coworkers to establish a relationship with John.
- Assist John in taking a break.

What to do?

- Redirect whenever possible.
- Learn to read the person's body language.
- Remain neutral.
- Don't get into a "tug of war."
- Avoid backing yourself into a corner.
- Be consistent.

Case Example

Capacity View of Jessica

- Is very social.
- Smiles and has good eye contact.
- Is a steady worker.
- Wants a job at a restaurant.
- Has learned her job duty.

Challenge: Jessica is not rolling silverware to the company's production standard.

- 10 minute intervals - random blocks of time
- Trial #1: 10:00 to 10:10 a.m. 10 pieces
- Trial #2: 10:50 to 11:00 a.m. 9 pieces
- Trial #3: 11:35 to 11:45 a.m. 5 pieces
- Trial #4: 12:45 to 12:55 p.m. 6 pieces
- Trial #5: 1:30 to 1:40 p.m. 8 pieces

Establish a production standard.

- 10 pieces of silverware in 5 minutes.
- One pack of 50 napkins should be completed in 25 minutes.

Develop a Self-management Strategy

- Timer
- Tape
- Production card
- Coworker support

Coworker supports.

- Involve the coworkers in support plans.
- Always have a plan from day one on how to fade your support.

Some Closing Comments

- Brainstorm with your coworkers!
- Learn from your mistakes!
- Assist the worker in developing relationships.
- Promote customer choice and control.