

Culture & Perception: How We Can Really Change Behavior



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Expanding Your Intervention Toolbox
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Before we get started:

- When I ask a question
- If you have a question
- Who are you?
- Why are you a BC?
- What do you want to know?
- How did we get here?



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Culture

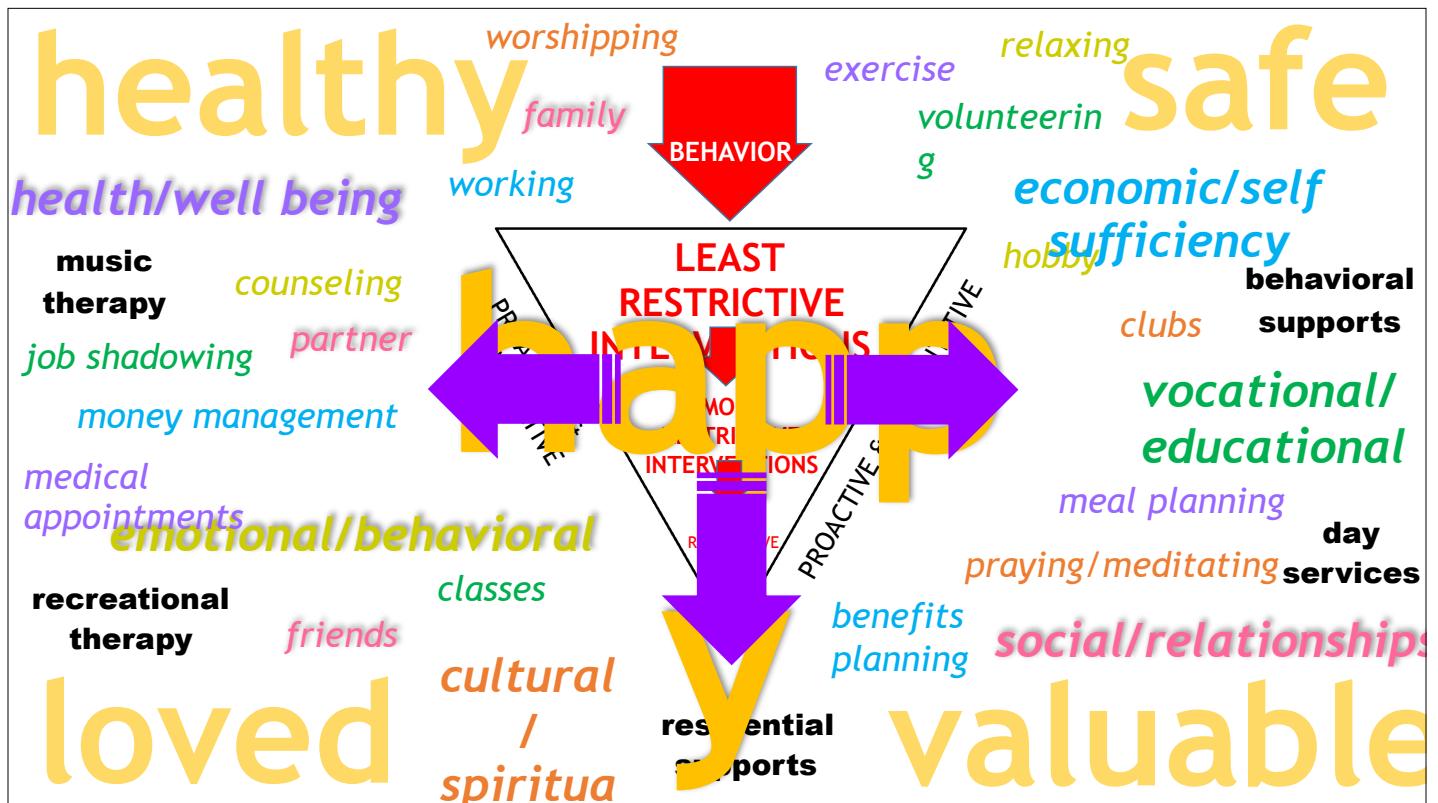
- The definition of culture is “the cultivation of bacteria, tissue cells, etc. in an artificial medium containing nutrients.” Using this in a sentence example, “The cells proliferate readily in culture.”
- **What if we have it all wrong?**
- How about, “Manifestations of human intellectual achievement regarded collectively...customs and achievements of a particular people or group....behavioral characteristics of a social group.”
- **What if we don’t have a common vision, a common set of practices, a collective purpose?**

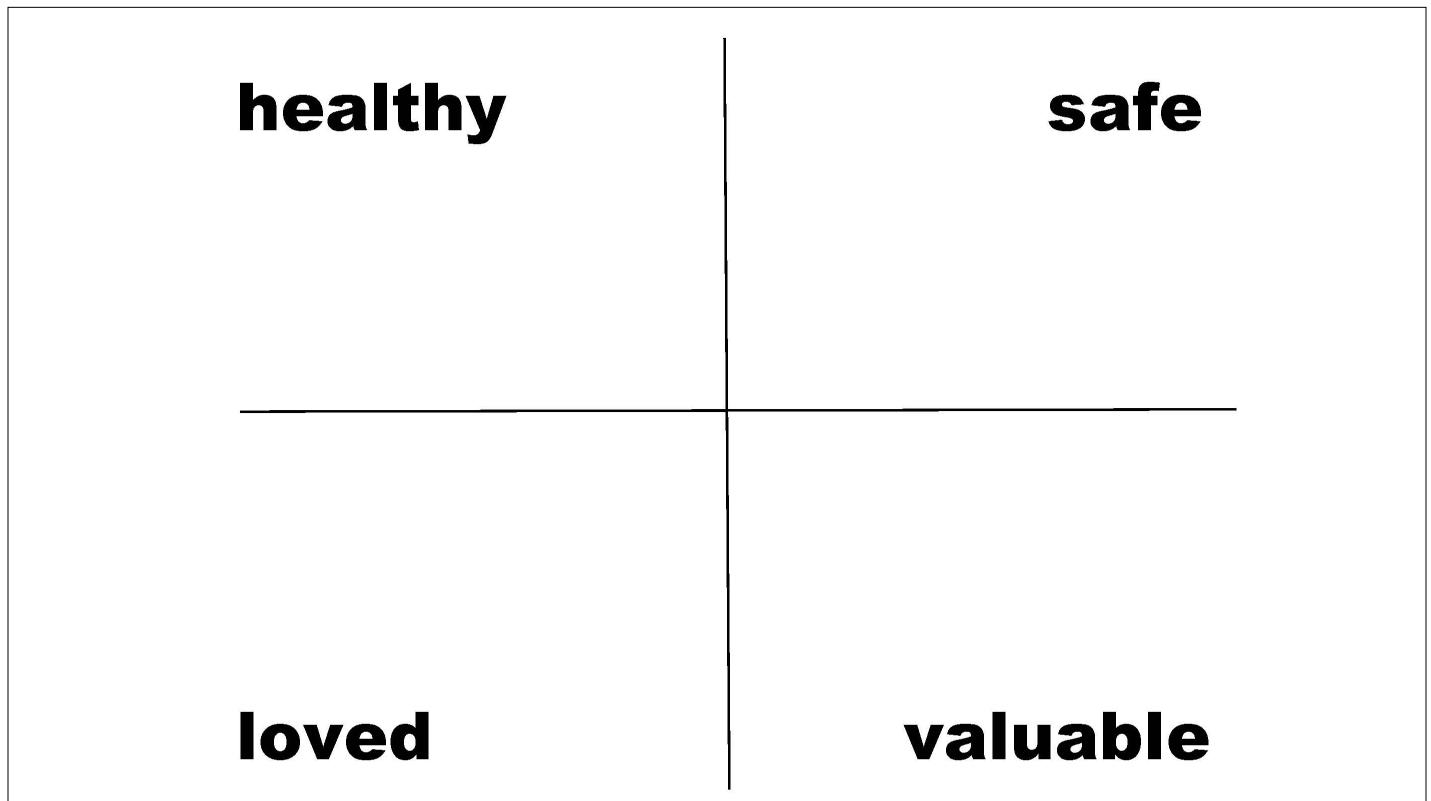
Best Practices: Always teach staff

- The language we use is important, labels separate
- Do with, not for
- In a power struggle, no one wins – ever
- Targeted behaviors are just obstacles in the way of amazing
- Negative behaviors do not coexist in the same moment with learning or living your best life

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Best Practices: Process

- Meet the individual - determine if there is potential for a life changing connection? If not - refer elsewhere or get help.



Best Practices: Process (FBA)

- Comprehensive process lasting at least 2-3ish weeks initially
- Interview, observe across settings, across team members, historical review, collect and review data, to answer questions:
 - 1) What is their STORY?
 - 2) What are the obstacles (=targeted behaviors)
 - 3) What is reinforcing this behavior to continue?
 - 4) What is the deeper WHY?
 - 5) How can we support this person to feel healthy, safe, loved and valuable?
 - 6) What do we want this person to do instead?
 - 7) What skills need to be strengthened?
 - 8) How do we teach those skills?
- Report must be completed/written within 30 days

Best Practices: Process (BSP)

- Use strengths based documentation and training; complete by day 45
- BSP to include: (*FBA is foundation for all of these things!*)
 1. Operational definition of targeted behaviors
 2. Proactive strategies (environmental engineering)
 3. Function/ Antecedents/ setting events
 4. Reactive Strategies (interventions - least restrictive to most)
 5. Replacement behaviors, goals, methodologies
 6. Risks versus benefits
 7. Diagnosis (crediting someone licensed to do so)
 8. Psychotropic medications with plans for reduction
 9. Data collection

Best Practices: Hartman's two cents

- If it is not dangerous, a rights issue, or a symptom of a mental health diagnosis - it should be addressed through teaching; it is not a targeted behavior
- Functionally define the targeted behavior as an **action** for DSP understanding
- Do NOT use “call 911” or any other “first responder action” as a prescribed intervention - can make a statement, but it is not an intervention
- AWOL, elopement, non-compliance - think long and hard before “awfulizing” these behaviors
- FBA: strong psychosocial history - tell the story; make it a separate document
- BSP: no more than 4-5 targeted behaviors, no more than 6-7 pages total, reflect annually on FBA
- Stop using big words: the BSP you write is a TOOL to change lives - DSP's do not understand words like differential, cognitive, intermittent, determinants, discriminative - and they don't need to.
- Understand the hierarchy of restrictive interventions
- SIMPLIFY IT: Behavior change comes down to this: Do more of what works and less of what doesn't
 - a) Increase joy
 - b) Decrease triggers

per·cep·tion

/pər'sepSH(ə)n/

noun

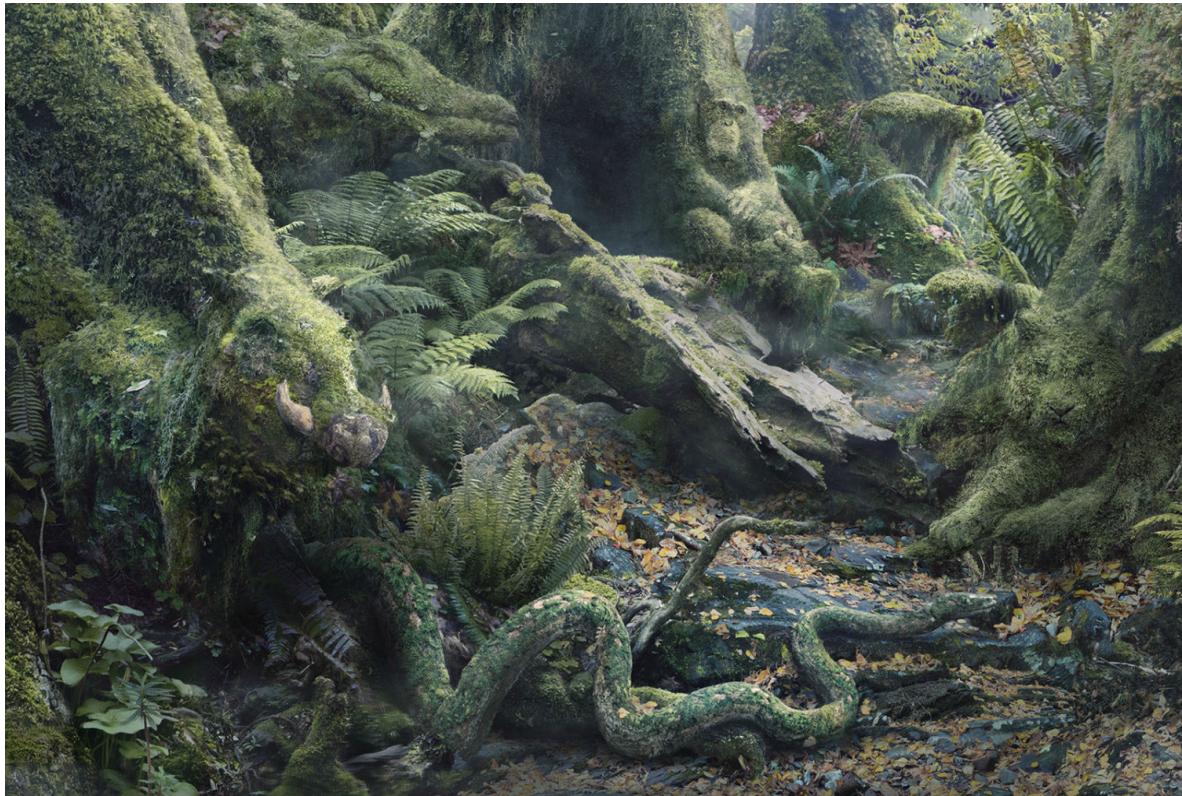
the ability to see, hear, or become aware of something through the senses.

- the state of being or process of becoming aware of something through the senses

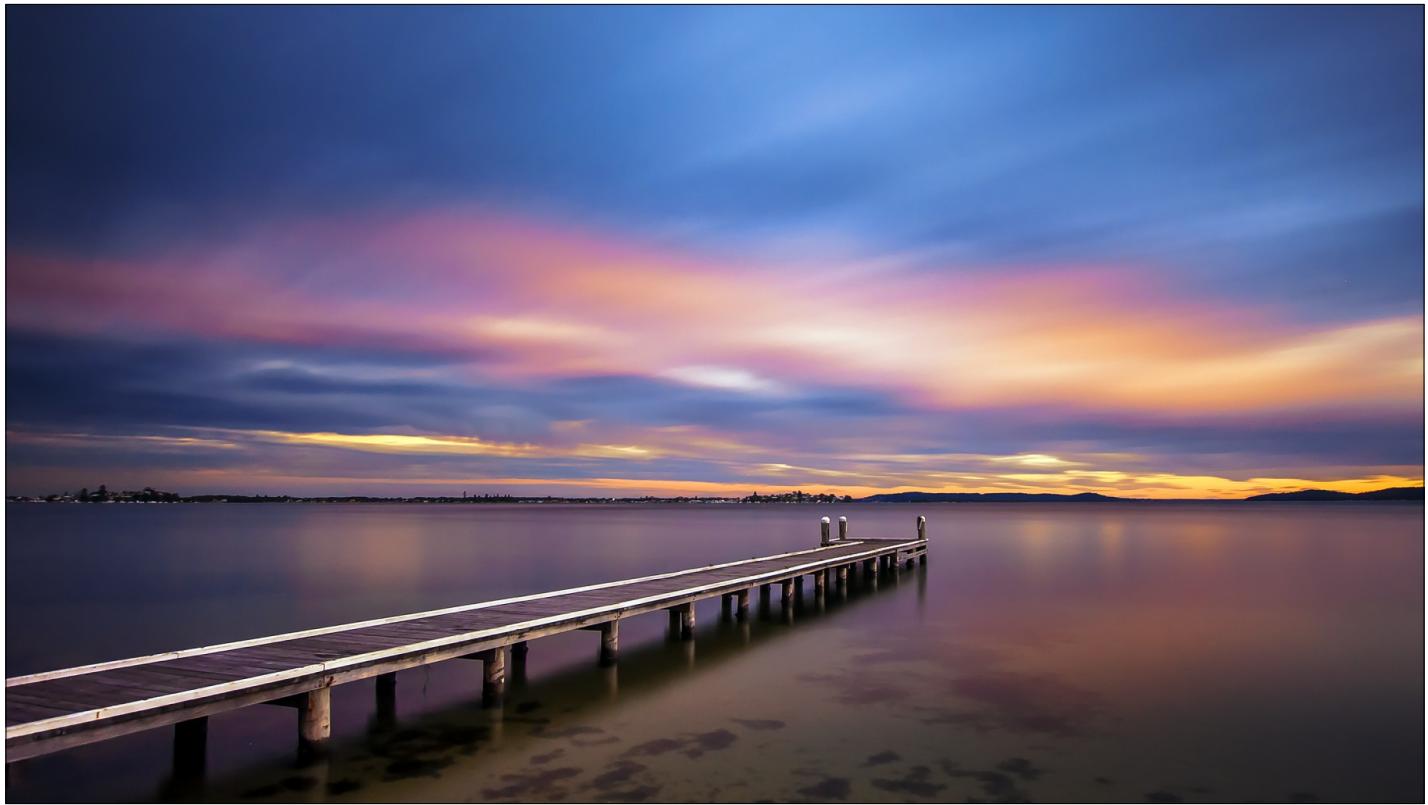
synonyms: recognition, awareness, consciousness, appreciation, realization, knowledge, grasp, understanding, comprehension, apprehension; formal cognizance

- a way of regarding, understanding, or interpreting something; a mental impression.

synonyms: impression, idea, conception, notion, thought, belief, judgment, estimation







I won the lottery and I am the richest person you have ever met



Culture Perception

What if

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