

Culture, Perception & The Pursuit of Happiness



2019 Annual Conference
A Guide to Behavior Consulting: The WHY and The HOW
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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?

BEHAVIOR

- What is it?
- Which ones do we address?
- How did we get here?







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?**

Inclusion and Belonging: Implications for Individuals with IDD-MH

Tawara Goode, MA, Director, Georgetown University Center for Excellence in Developmental Disabilities & National Center for Cultural Competence; Liz Weintraub, Senior Advocacy Specialist, AUCD, Andy Arias, ADA and SME Policy Advisor



Inclusion

“When you are out there talking about inclusion, you are decidedly acting as though you actually have the right to exclude someone like me.”

Are we empowering inclusivity or preserving the “we” versus “them” paradigm?

MY LIFE

yelling, cussing,
drinking, smoking, biting my
nails, staying in my room,
sleeping in, having date night,
over eating, laughing out
loud,
forgetfulness, home, school,
work, learning, person, my
neighborhood, my peeps

IN SERVICES

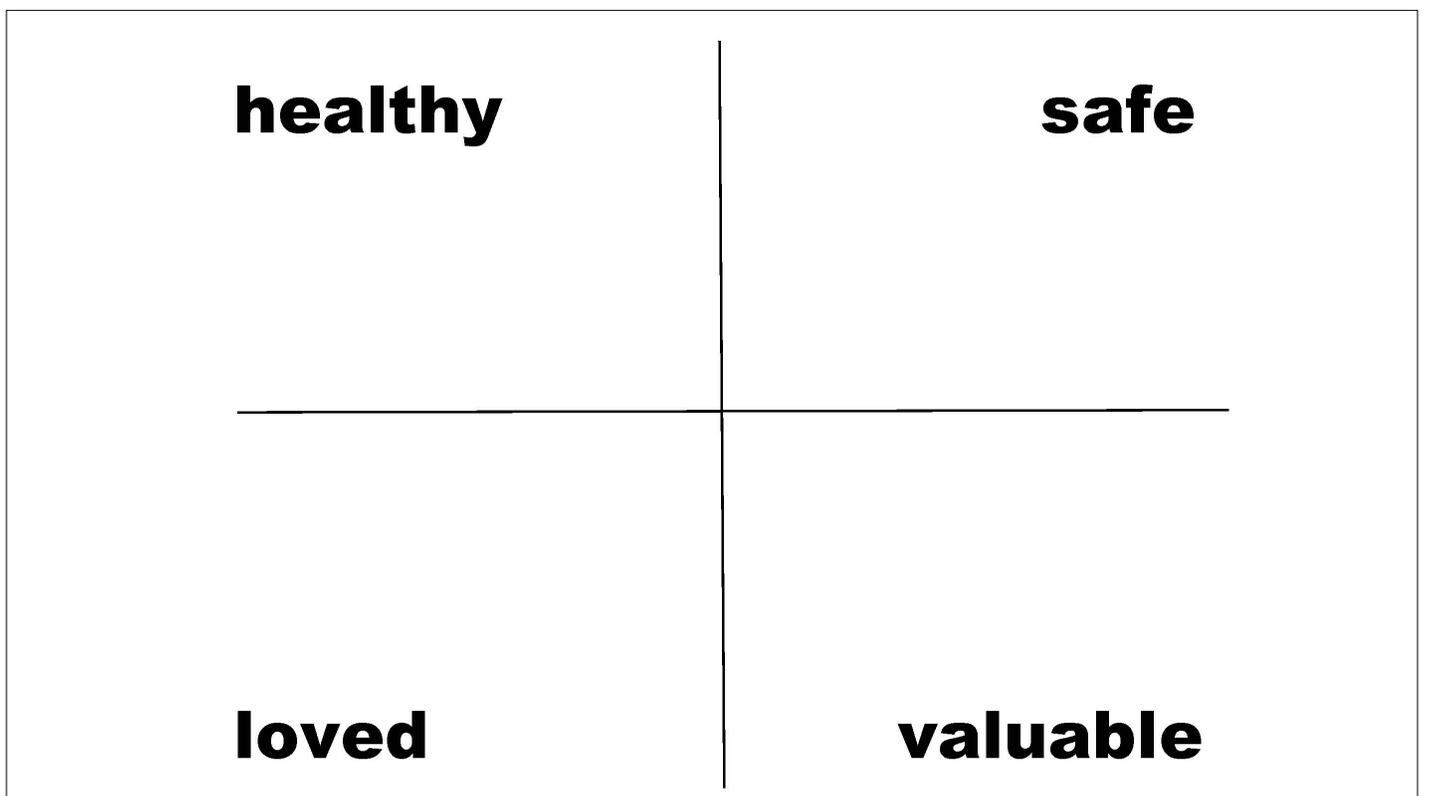
aggressive, self injurious
anxiety/ depression
psychosis, dementia
outings, habilitation, active
treatment competitive
employment,
site, facility, day program,
participant, client, person
with a
disability, self advocate

An example of my routine....

- Come in the door
- Pet the dog
- Check in with the boys
- Look at the mail stack
- Do first steps of dinner
- Have a cocktail

Best Practices: Always teach staff

- That the language we use is important, labels separate
- Presume Competence
- Lead with “Universal Interventions”
- To do with, not for
- That in a power struggle, no one wins - ever
- The difference between sympathy & empathy
- That challenging behaviors do not coexist in the same moment with learning or living your best life



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 to a good life (= targeted behaviors)
 - 3) How can we support this person to feel healthy, safe, **AND loved and valuable?**
- Rethink the A-B-C's; **Add WHY and HOW DO YOU KNOW?**
- Report must be completed/written within 30 days

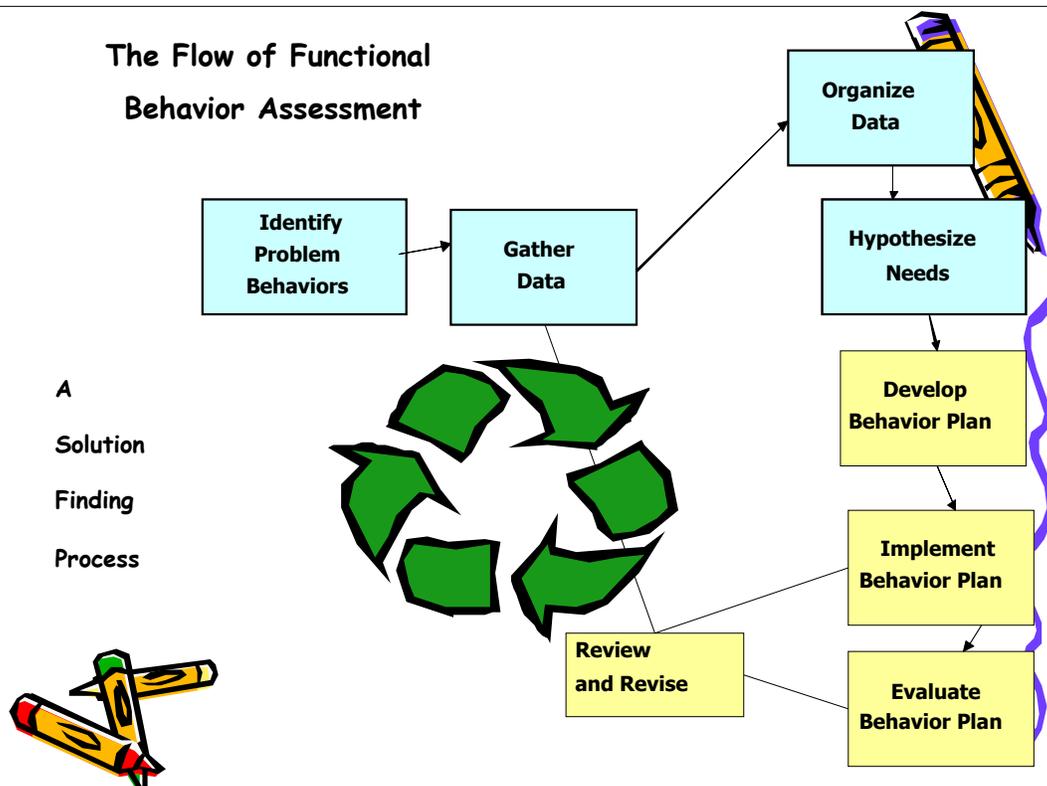
Best Practices: Process (BSP)

- 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 “demonizing” 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 - prioritize the preventative (universal)
- **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

The Flow of Functional Behavior Assessment





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

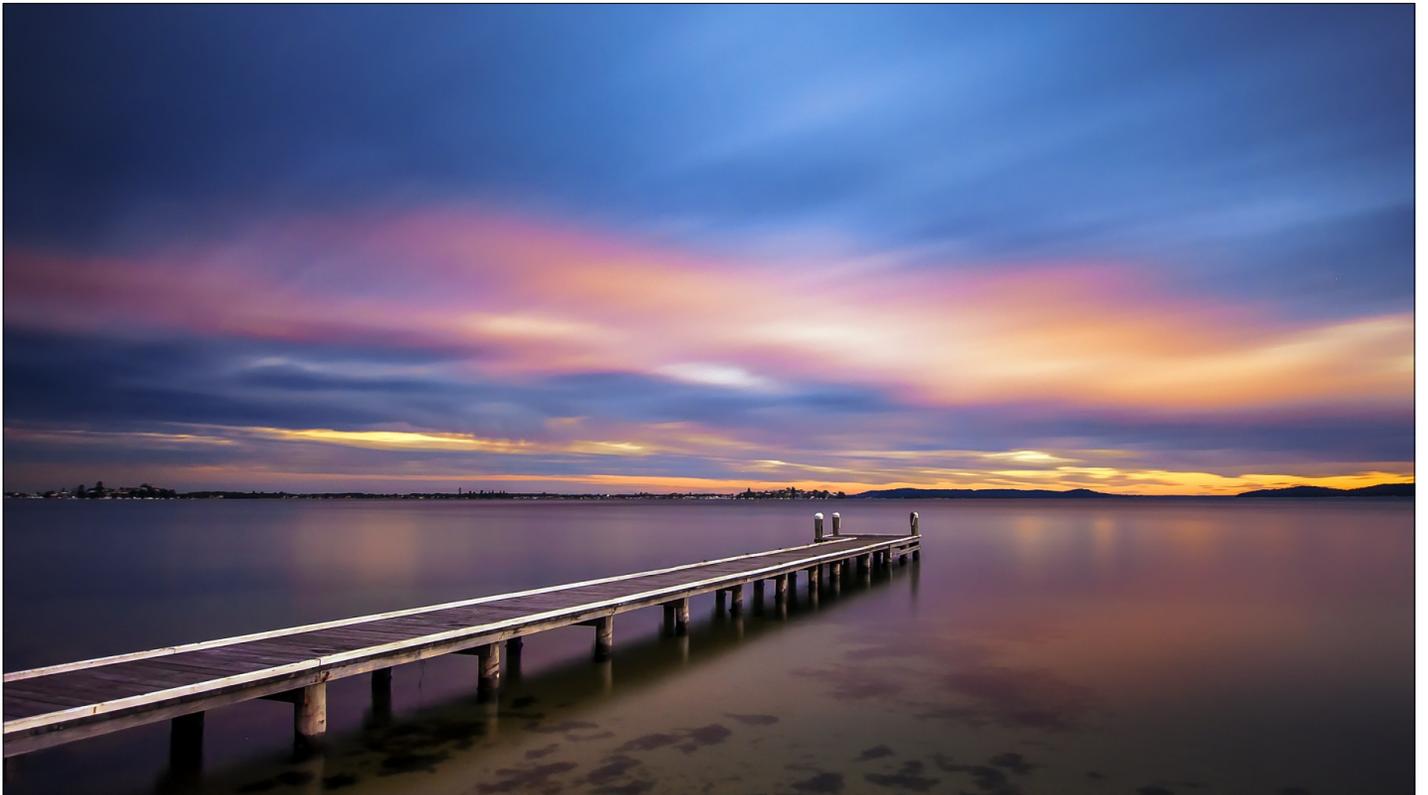
synonyms: recognition, awareness, consciousness, appreciation, realization, knowledge, grasp, understanding, comprehension, apprehension; formal cognizance

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

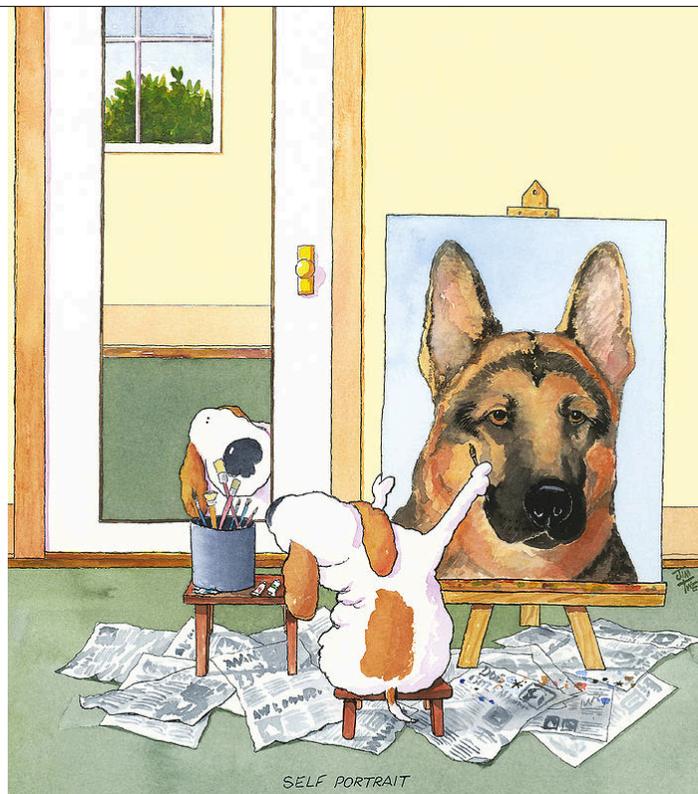
synonyms: impression, idea, conception, notion, thought, belief, judgment, estimation







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



equation

Culture (shared vision)
+ Perception (see amazing first)
= Happiness

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