

Positive Behaviour Supports & Employment

Improving Retention Rates and Overall Success



Positive Behaviour Supports

- Lets starts from the basics...
 - ✓ Behaviour = Communication
 - ✓ Behaviour is Purposeful
 - ✓ People are motivated to behave for specific reasons

motivation



motivation



**We don't always know WHY a person does what they do...
unless we understand the MOTIVATION!**



Positive Behaviour Supports

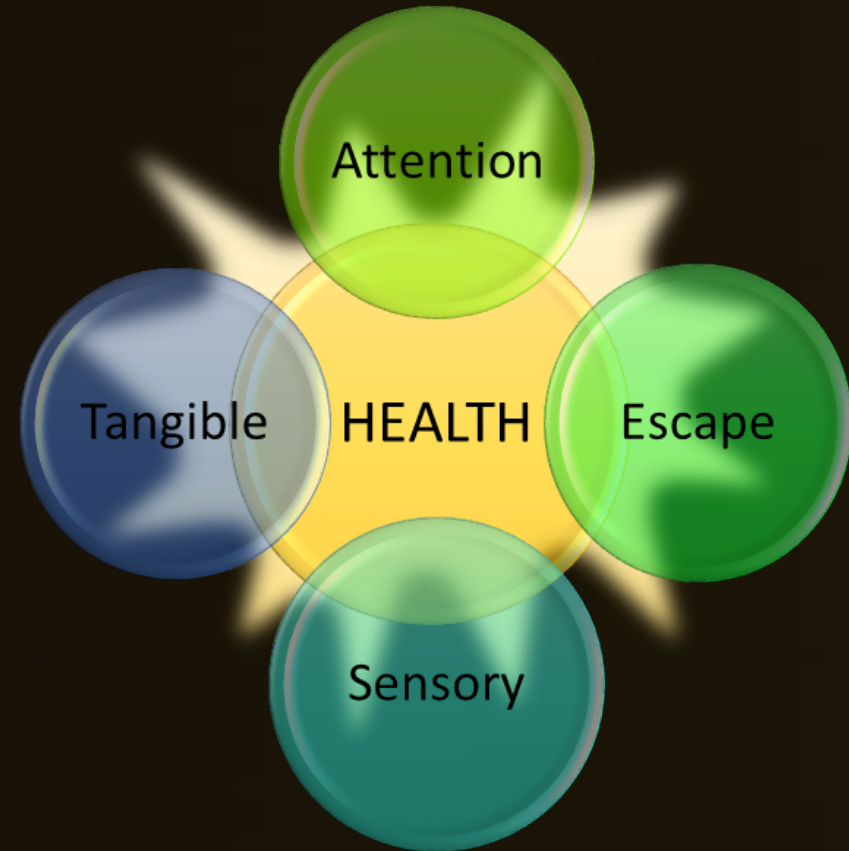
- The challenge can be...
 - ✓ People don't always understand their own motivations, or why they do something.
 - ✓ Employers may not address behaviours right away, or they may not treat them as communication, but simply something that needs to be eliminated.
 - ✓ In many cases jobs can be lost due to issues with behaviour vs a lack of skill or ability.



The Motivation Matrix

- Common categories of Motivation
- Each one is different & unique
- Need to match the 'support' to the type of motivation to be successful

Key is to try to identify the motivation first.



Lets look at an example:

Problem behaviour: ***“Talking too much at work”***

Why might this be happening?

Attention
Tangible

Escape
Health

Sensory



If the behaviour might be happening for 3 or 4 very different reasons, it wouldn't be reasonable to use just one approach or response to address all, would it?



Useful Resource:

M.A.S.

Motivational Assessment Scale (M.A.S)

Name: _____ Rating: _____

Date: _____

Behaviour Description: _____

Setting Description: _____

Question	Never	Almost Never	Seldom	Half the time	Usually	Almost Always	Always
1	0	1	2	3	4	5	6
2	0	1	2	3	4	5	6
3	0	1	2	3	4	5	6
4	0	1	2	3	4	5	6
5	0	1	2	3	4	5	6
6	0	1	2	3	4	5	6
7	0	1	2	3	4	5	6
8	0	1	2	3	4	5	6
9	0	1	2	3	4	5	6
10	0	1	2	3	4	5	6

This form was adapted by The Provincial Networking Group from the following publication:
1986, V. Mark Durand, (Ed.), Severe behaviour problems: A functional communication training approach. New York: The Guilford Press. ISBN No. 0-89862-217-4

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11	0	1	2	3	4	5	6
12	0	1	2	3	4	5	6
13	0	1	2	3	4	5	6
14	0	1	2	3	4	5	6
15	0	1	2	3	4	5	6
16	0	1	2	3	4	5	6

To score this scale, write the number rating that you gave for each question beside the number of the question in the score chart below:

Score	SENSORY	ESCAPE	ATTENTION	TANGIBLE
	1	2	3	4
5	6	7	8	
9	10	11	12	
13	14	15	16	

Total Score = _____

Relative Ranking = _____

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7 day free trial of iMAS software from Monaco & Associates

<http://store.monacoassociates.com/theimasforasinglepractitioner-2.aspx>



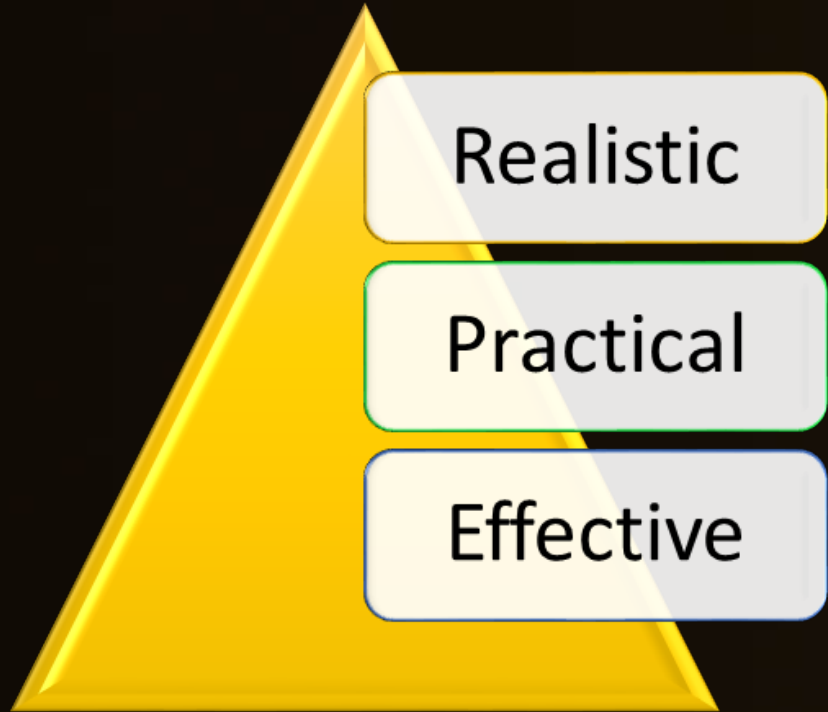
Motivator - Functional Alternative



- Once you identify a possible motivator for the behaviour it can give you a direction to pursue.
- Next you need to find a 'functional alternative'. How else could this person meet this need in a way that is not causing challenges for them in the workplace?



Functional Alternatives



- Keeping in mind any such alternatives must be Realistic, Practical and Effective.



Environmental Changes & Workplace Accommodations

Environmental Changes

**Workplace
Accommodations**



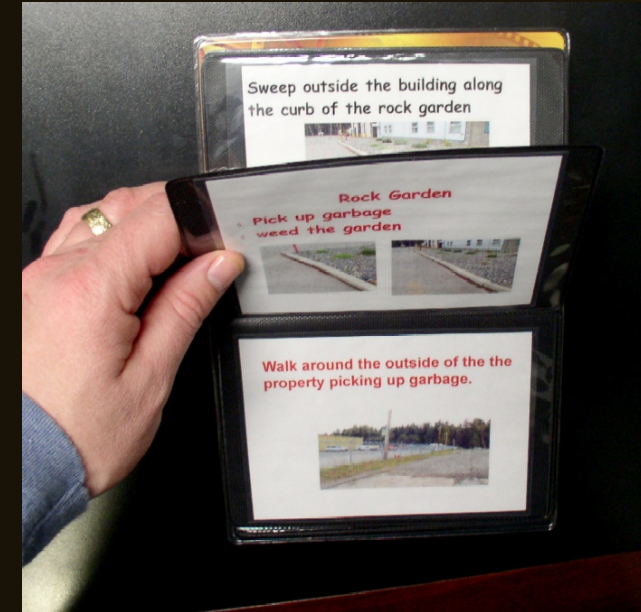
Environmental Change Examples:

- Work space or location changes
 - Sensory issues – lighting, noise level
 - Proximity to co-workers or others (customers)

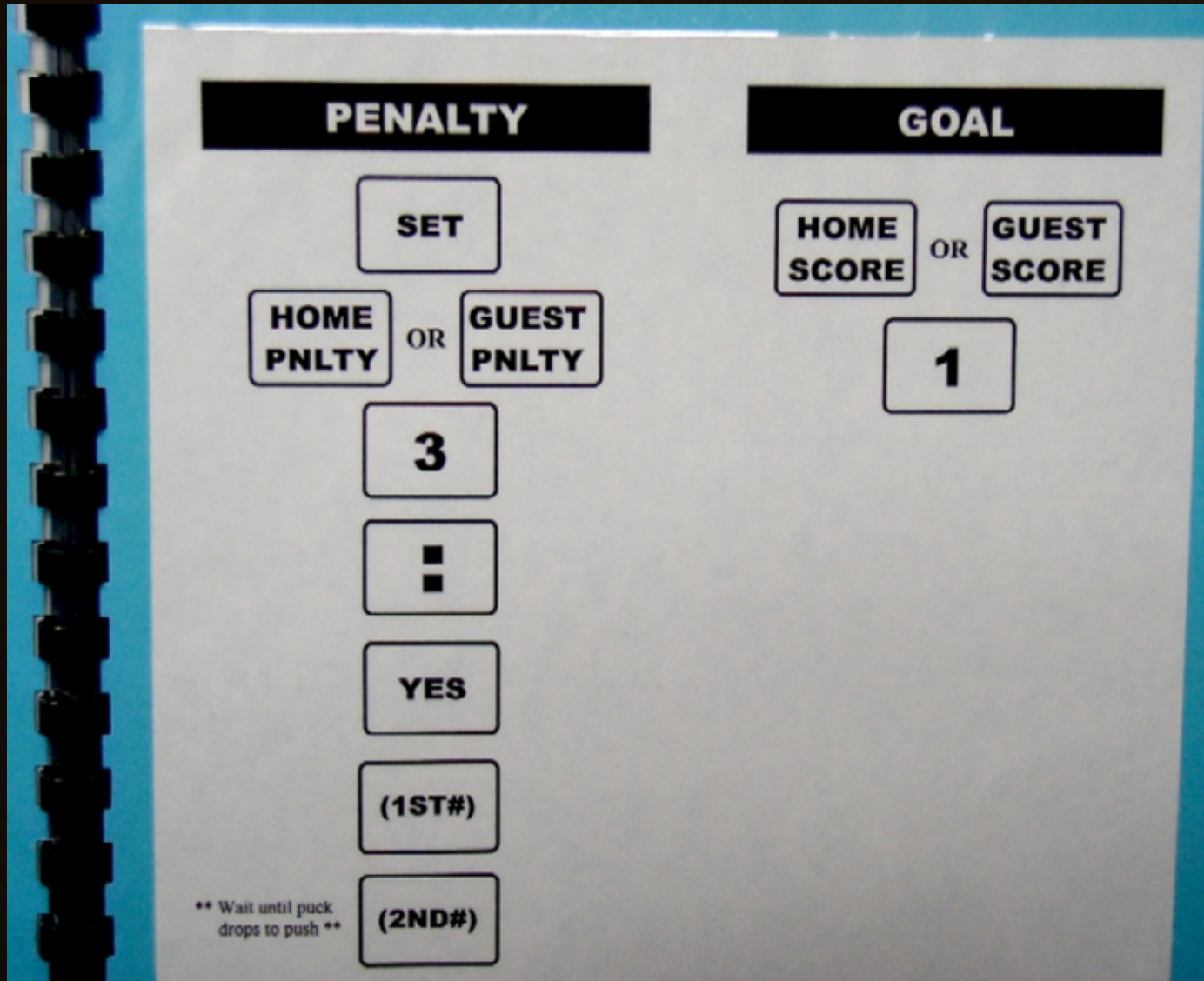


Workplace Accommodation Examples:

Hour Breakdown	Time	Job
1	1 Hour	Fence Line Garbage Clean-up
2	10 Min	break
	50 Min	Metal Sorting
3	10 Min	break
	50 Min	Grass Trimming
4	10 Min	break
	50 Min	Wood Pile Clean-up



* Alternate break schedule & Visual job description



* Workplace accommodation: Visual Training Tools



3 P's To Intentional Support



PREVIEW: The intention is to identify any possible red flags / needs in a future workplace.

PREPARE: The intention is to increase confidence by being prepared.

PRACTICE: The intention is to reduce unanticipated that might pop up once a job has started.



TOP 5

Challenging Behaviours at Work:

- ★ **Social Boundaries**
- ★ **Understanding Limits**
- ★ **Not Asking for HELP**
- ★ **Employee vs Employer Issues**
- ★ **Environmental Changes**





Social Boundaries:

Not understanding social boundaries

- **Communication:**
 - *Too much,*
 - *Discretion,*
 - *Personal topics*
- **Personal Space**
- **Greetings / Familiarity**
- **Levels of social closeness**



How to Identify & Prepare ahead... red flag areas?





Understanding Limits:

Not
Enough



Too
Much

- Free Food / Beverages
- Days off work
- Ownership / Theft
- Cell phones / Social Media
- _____



TOP 5

Not Asking for Help:

- May not know who to ask?
- May be shy / nervous
- May be afraid of looking dumb
- My be stubborn – the 'know-it-all'

Strategies for managing



Shy / Nervous



Strategies for managing



The 'Know-It-All'



TOP 5

Employee vs Employer Issues

- Childcare issues
- Cell phone died / slept in
- Pet is sick
- Transportation issues
- Can't work... I have bowling on Thursday
- Boyfriend / girlfriend troubles
- Hung over / Up late Gaming or online



**Strategies
for
managing**





Environmental Changes:

- Parent or key support away / Illness
- Seasonal Changes (Temp, daylight, health)
- Big changes at home _____
- Changes to routes or routines
 - *Construction blocks route to work*
 - *Transit changes / problems*
 - *New time clock procedure*



**Strategies
for
managing**

** Always ask what's different or what's changed?
(Don't limit, think broadly)





WRAP
IT UP

Something I'm thinking
about more now as a
result of this training is:



Thank you!



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