

More Than Luck

A well behaved child is not the result of luck.



Universal Enhancement

Trigger Words

Mommy, I want candy.	Honey, you can't have candy now.
Please, please can I have candy?	I said, no candy now dear.
I want candy!	No! I am not telling you again! No candy!
Candy, candy, candy!!!	No candy, no candy, no candy!!!


Stop with the trigger word! Intelligently redirect.

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Self-Esteem

Parents influence their child's self-esteem more than anyone.

- Accept your child for who they are
- Encourage their talents
- Praise their accomplishments
- Show a sincere interest in their daily life
- Encourage age-appropriate independence
- Use constructive discipline
- Appreciate their uniqueness
- Help them develop healthy peer relationships
- Respect your child's views and opinions




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Parenting Motto

The foundation for effective parenting is:

Yes is Yes and No is No

This builds a parent-child relationship of **TRUST!**



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Successful Parents...

- Have a game plan
- Have proactive strategies for managing tantrums
- Learn from their children
- Are consistent
- Say what they mean and mean what they say




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Universal LifeStyles


Positive Behavioral Support: Meeting Unmet Needs

by Thomas E. Pomeranz, Ed.D.



Universal Enhancement

I Am A...

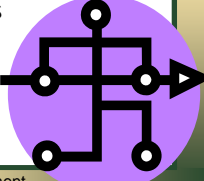


It's not just what we do....it's who we are! Challenges to what we do, challenges who we are.

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Behavior Management

It is the nature of Behavior Management to cause its subjects to surrender their spirit **or rebel.**



Thomas E. Pomeranz, Ed.D.


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Behavior Management

Antecedent: any stimulus which precedes a behavior occurrence

Behavior: any observable act of an individual; the activity one performs in the presence of a particular stimulus

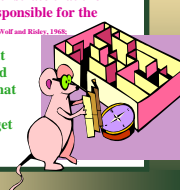
Consequence: the events which have occurred following behavior



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Applied Behavior Analysis
 ...is the process of systematically applying interventions based upon the principles of learning theory to improve socially significant behaviors to a meaningful degree and to demonstrate that the interventions employed are responsible for the improvement in behavior. Bass, Wolf and Risley, 1968

Editor: Knapp and Moore, 1999
 Behavior analysis dates back at least to Skinner who performed animal experiments showing that food rewards (immediate, positive consequences to a target behavior) leading to behavior change. ABA Resources



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BSP vs. BMP


Behavior modify dogs, not people!



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Applied Life Analysis...
 ...is like playing the game of 20,000 questions.

Does he like water? No
 Does he sleep through the night? Yes
 Is his gait anomorphic? No
 Does he have siblings? No
 Does religion play a role in his life? No
 Do his housemates relate well to him? Yes

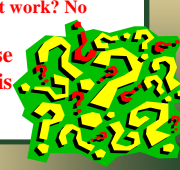


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Applied Life Analysis (cont'd)

Is he continent of bowel and bladder? Yes
 Is he employed? Yes
 Has he had the job at least a year? Yes
 Does he like his job? Yes
 Does he have friends at work? No
and on and on....

The answers to these questions reveal his "unmet needs."



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It Has Its Place

The operant paradigm has value in:

- Acquiring new skills


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Skill vs. Conduct

We must differentiate between the absence of social skills and issues of conduct:

- Speaking loudly
- Poor eye contact
- Public exposure
- Eating too fast

The intervention will differ




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It Has Its Place

The operant paradigm has value in:


- Acquiring new skills
- Increasing productivity
- Avoiding aberrant contingencies



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Aberrant Contingency

Aberrant: Deviating from the expected outcome.
Contingency: Something incidental to something else, true only under certain conditions.



Redirecting inappropriate conduct by offering a desired item may be reinforcing.

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It Has Its Place

The operant paradigm has value in:

- Acquiring new skills
- Increasing productivity
- Avoiding aberrant contingencies

It is misplaced in addressing issues of conduct or affect.



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BMP's
 Token economies, behavioral contracts, schedules of reinforcement, planned ignoring, redirection and extinction procedures do not fulfill an unmet need .

There have been many recent changes in Bob's life.

I hope this new BMP works!

AHHH!!

You can't fix a broken life with a behavior management plan!

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BSP Plan Development
 BSPs should be developed when an individual's conduct:

- Undermines the quality of their life
- Results in being demeaned and devalued

Commit plans to writing when:

- The behavior is complex
- Multiple agencies are involved
- Regulation requires it
- Needed to substantiate reimbursement
- Liability is of concern

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What Gives Us...
 ...the right to alter the behavior of those we support?

Should we not accept people for who they are?

When is bizarre, non-normative or deviant behavior not acceptable?

- Trans gender dressing
- Sleeping without linens
- Being reclusive
- No eye contact
- Hand gazing
- Ritualistic movement
- Asking for money

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Life
 We must provide an environment that is healthy enough for a life to happen.

Dan Berkowitz

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Anomie
 If my life has no meaning, why should yours?

The habilitation setting generates the inappropriate behavior!

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Objective Observer
 When witnessing another's life, anomie may not be identified. If the person being observed feels anomie, they are likely to act upon it.

Do you perceive anomie among the people you support?
 Do they perceive anomie in their lives?

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Perspective
 What feelings are expressed when staff say:

"He shouldn't be allowed to get away with that!"
 "There needs to be a consequence for his behavior!"
 "She needs to learn a lesson!"
 "If he were my child I would tell you what I would do!"
 "She thinks she can get away with anything!"

How would you respond to this staff?

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Prove It!
 Prove that:

- treating people with dignity and respect
- meeting unmet needs
- bonding

decreases the frequency and intensity of challenging behavior.

I can't!

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Most Significant
 There are many causes of challenging behavior:

- Psychiatric
- Genetics
- Hormonal
- Psychological
- Neurological
- Addictions

..anomie is the most prevalent, pervasive and tragic!

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Etiology of Challenging Behavior

This is good news!

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Unacceptable

Though anomy is an expression of unmet need, such an expression may be:

**Unjustified
Illegal
Immoral
Unethical**

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Responses To Anomie

Expressions of Unmet Needs:

Darfur	Genocide
Nigeria	Destroy Oil Wells
Philippines	Overthrow Gov't.
Watts (CA-1965)	Civil Unrest
Palestine	Suicide Bombers
Hungary (1956)	Molotov Cocktails
Prisons	Riots
"Institutions"	?

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Culture...

...cumulative deposit of knowledge, experience, beliefs, values, attitudes, hierarchies, religion, notions of time, roles, concepts of the universe and material objects and possessions, acquired by a group of people; passed along by communication and imitation; learned and deliberately perpetuated

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Culture-Bound Syndromes

...denotes recurrent, locality-specific patterns of aberrant behavior and troubling experience that may or may not be linked to a particular DSM-IV diagnostic category. Many of these patterns indigenously considered to be "illnesses," or at least afflictions, and most have local names.

Culture-bound syndromes are generally limited to specific societies or culture areas and are localized, folk, diagnostic categories that frame coherent meanings for certain repetitive, patterned and troubling sets of experiences and observations.

APA DSM-IV 1994

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Culture-Bound Syndromes (cont'd)

Sangue dormido ("sleeping blood") This syndrome is found among Portuguese Cape Verde islanders and includes pain, numbness, tremor, paralysis, convulsions, stroke, blindness, heart attack, infection and miscarriage.

Shenkuei (Taiwan; shenkui (China) A Chinese folk label describing marked anxiety or panic symptoms with accompanying somatic complaints for which no physical cause can be demonstrated.

Pibloktoq An abrupt dissociative episode accompanied by extreme excitement of up to 30 minutes' duration, followed by convulsive seizures and coma lasting 12 hours. Primarily in arctic and subarctic Eskimo communities.

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Pseudocyesis

Psychologists believe that women who experience false pregnancy have an extremely strong desire to be pregnant and experience the process of pregnancy.

Not only do they fervently believe they are pregnant, but they also have bona fide symptoms to back up their claims – cessation of menses, abdominal enlargement, nausea and vomiting, breast enlargement and food cravings.

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Pseudocyesis (cont'd)

A few patients with pseudocyesis even test positive on pregnancy tests.

"Every sign and symptom of pregnancy has been recorded in these patients except for three: no heart tones from the fetus, no visible fetus on ultrasound and delivery," said Dr. Paul Paulman, University of Nebraska Medical Center

Excerpts from an article published in the NY Times
All Signs of Pregnancy Except One: A Baby
Dr. Elizabeth Svoboda
December 5, 2006

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Culture – Bound Syndromes (cont'd)

Koro - A term, probably of Malaysian origin, that refers to an episode of sudden and intense anxiety that the penis (or vulva and nipples) will recede into the body and possibly cause death.

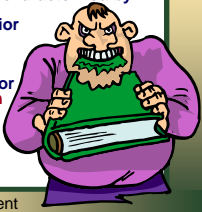
Mal de ojo – A concept widely found in Mediterranean cultures and elsewhere in the world. Mal de ojo is a Spanish phrase translated into English as "evil eye." Children are especially at risk. Symptoms include fitful sleep, crying without apparent cause, diarrhea, vomiting, and fever in a child or infant.

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Culture-Bound Syndromes (cont'd)


Institutional Anomie (Valueless)
Symptoms emanating from an institutional culture, characterized by:

- Hoarding
- Self-Injurious behavior
- Stereotypy
- Rumination
- Water intoxication
- Oppositional behavior
- Property destruction
- Pica
- Fecal smearing
- Self restraint
- Food foraging




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Anger
Anger communicates unmet need




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The Real Challenge
Identifying unmet needs does not assure that one is either able or willing to meet them.




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Challenging
The more intense and frequent the challenging behavior, the greater the probability it can be resolved.



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BSP Process
It's more important that we "get it" emotively than cognitively



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The Focus
Altering the behavior of others necessitates modifying our own.



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Best Practice Strategies...
...for behavioral support plans –


Get to know the:
individual: hobbies, health, fears, family ties, dreams
staff: sensitivities, skills, abilities



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Staff Attitude...
and behavior are perhaps the most significant of all behavioral influences on the individuals supported.

Do you:
listen engage in humor
smile give options
speak softly have fun
and...
celebrate the gifts of the people you support?




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Best Practice Strategies...
...for behavioral support plans –

Get to know the:
individual: hobbies, health, fears, family ties, dreams
staff: sensitivities, skills, abilities
environment: accessibility, privacy, personal artifacts

The keys to problem resolution



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Unmet Needs
 These behaviors likely express a common unmet need:

Setting events and protective oversight strategies may differ.

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Not How...
 How can we get him...
 off the van?
 to take his medication?
 to stop banging his head?
 to do his home chores?

Ask the relevant question –
 Why won't he...
 get off the van?
 take his medications?
 stop banging his head?
 do his home chores?

...BUT WHY?

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Lack of Understanding

To call someone lazy, uncooperative or stubborn is to admit we don't understand them.

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Behave Healthy
 People have a right to be "crazy" – they just don't have a right to behave that way!

We must support people in behaving healthy, even though they may not be.

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Becoming Empathetic...
 ...is an enlightened approach to interpreting challenging behavior.

- What are their experiences & life conditions?
- What emotions are evoked?
- Seek more specifics
- Envision being in "their shoes"

How would you behave?

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Noise
 This is what a person with auditory hypersensitivity hears listening to normal volume sound levels.

What's the intervention?

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The Din
Back ward of the Institution: The indiscernible sounds bouncing off the 15' high ceiling, cinder block walls, the detention screening - there are no soft surfaces

Community Residence: The television is blaring, an individual is engaged in self-stimulatory vocalizations, staff are talking across the room, stereo volume turned to the max, two residents are arguing over who can sit in the chair, doors are slamming

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Quiet Is Better
 Speaking in a quiet tone of voice improves quality of life;

Decreased voice volume:

- facilitates the listener's ability to comprehend the message
- results in the listener behaving more cooperatively
- is effective in gaining the listener's attention
- allows the speaker to be heard over the "din"
- provides good modeling and enhances relationships

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Hunger
 This is how a person with insatiable hunger feels.

What is the intervention?

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Light

This is how a person with visual hypersensitivity feels under the condition of normal lighting.



What's the intervention?

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Restricted

This is how a person with hyperactivity feels when they experience normal restriction on their movement.




What's the intervention?

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Touch

This is how people who are tactile defensive feel when items or others touch them.




What's the intervention?

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Secondary Emotion

Anger is a secondary emotion to:

Fear	Depression
Frustration	Panic
Grief	Loneliness
Anxiety	Hysteria
Disappointment	Aggravation
Paranoia	
Inferiority	
Confusion	
Suppression	
Repression	




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Secondary Emotion (cont'd)

Disillusionment	Overwhelmed
Subjugation	Jealousy
Impatience	Ineptness
Rejection	Sadness
Hopelessness	Deprivation
Remorse	Exhaustion

Inability to manage these emotions may result in anger.
What role does intellect play in processing these emotions?




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Anger Can Be A Mask For...

- Ⓜ too much to do, too little time
- Ⓜ being rushed
- Ⓜ expectations are not attainable
- Ⓜ worry and sickness

Stress



The real need is....


- Relaxation
- Stress reduction
- Real Expectation
- Reassurance

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Anger Can Be A Mask For....

- Ⓜ not receiving what was wanted or expected
- Ⓜ not being treated fairly
- Ⓜ making best effort and not being acknowledged

Frustration



The real need is....

- Problem Solving
- Assistance-Support
- Reassurance

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Anger Can Be A Mask For...

- Ⓜ being threatened
- Ⓜ being physically hurt
- Ⓜ threat of loss of love or attachment

Fear



The real need is....


- Safety
- Security
- Reassurance

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Anger Can Be A Mask For...

- Ⓜ verbal abuse, insults
- Ⓜ neglect, humiliation
- Ⓜ depression, anxiety, and low self-esteem

Emotional Discomfort




The real need is....

- Prestige
- Comfort
- Empathy
- Reassurance

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Maladaptive
 Referring to an individual's challenging behavior as maladaptive is inaccurate.
Maladaptive: Marked by faulty or inadequate adaptation
 The truth is, the undesired behavior is highly adaptive; it is the most effective way to communicate one's unmet needs.




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He Had A Behavior
 Of course he had a behavior!
 If he didn't he'd be DEAD!

There is:
 walking behavior talking behavior
 sitting behavior standing behavior
 smiling behavior eating behavior

Have you ever been outside when there wasn't any weather?



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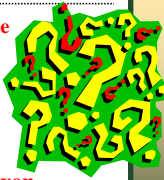
Ice Cream Headaches
 Behavior Management Plans are part of a puzzle that doesn't fit our ethic.
 Self-injurious behavior and aggression are ice cream headaches for psychologists and behaviorists.

It sure tasted good going down!



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The Question...
 ...is as important as the answer!
 Our effort to resolve challenges that erode quality of life is a statement of how much we care.
 Not having the answer is forgivable; failure to ask the question is not.



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Act
 When behavioral issues adversely effect QOL, initiate intervention ----- expeditiously, creatively, consistently and sensitively.

Such action:
 Communicates that we care
 Empowers staff
 Enhances clinical skills
 Demonstrates empathy
 Provides protective oversight
 Achieves regulatory compliance

Do Something Even If It's Wrong!

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Nosocomial Behavior
Definition:
 Challenging behavior acquired in an institutional environment as a result of "active treatment services."



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Causes of Nosocomial Behavior

- Cost-response
- Overcorrection
- Rigid schedules
- Non-Exclusionary time out
- Positive punishment
- Simulated tasks
- Level systems
- Exclusionary time out



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Causes of Nosocomial Behavior (cont'd)

- Token Economies
- Behavioral Contracts
- Schedules of Reinforcement
- Planned Ignoring
- Activity Schedules
- Placement Menus
- Programs
- Habilitation Behavior Management

A controlling "DO TO" mentality drains the life out of its subjects.



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Keep 'em Dependent
 Limiting opportunities, options, education and experiences assures dependence.

Oppressor	Oppressed
Chauvinistic husband	Abused wife
White slave owner	Black slave
Loan shark	Debtor
Drug dealer	Drug addict
Pimp	Prostitute
Coal baron	Coal miner
?	People with intellectual disabilities

The oppressor has always known this about the oppressed.

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Ask Why????

Challenge Assumptions


- Why is everyone awakened at 6:30am on weekends?
 - That's the schedule
- Why does Bob receive seizure medications, though seizure free for eight years?
 - It's ordered by the physician
- Why isn't anyone allowed to carry more than \$5?
 - It is required Agency fiscal policy
- Why do staff wear rubber gloves when assisting people in brushing their teeth?
 - It's mandatory in the Nursing Policy Manual
- Why hasn't anyone been given the opportunity to eat star fruit, plantains, calamari or coconut milk?
 - It's not specified in the menu

If it doesn't look right – feel right, or smell right - It's probably not right – CHANGE IT!


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Attention-Getting "Behaviors"

Attention-getting: to cause oneself to become the object of attention.



Prestige: a desire to achieve a high reputation or influence arising from success, achievement, etc.



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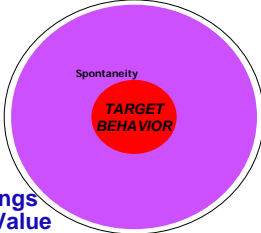
Behavior Management Strategies



CONTROL

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Universal Enhancement Strategies



Things of Value

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It's Not Time Yet...

...to:

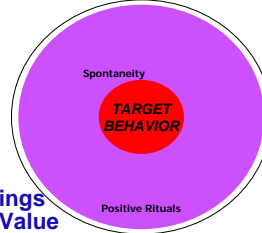
- have another cigarette
- take a shower
- drink another cup of coffee
- lie down on your bed
- go outside
- watch TV

The mantra of staff who fear losing control



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Universal Enhancement Strategies



Things of Value

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Spontaneity



Bob, you're not *scheduled* to watch TV now.

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Positive Rituals



Supporting others in developing positive rituals enhances the quality of life.

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Universal Enhancement Strategies



Things of Value

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Control


Control is the behaviorist's reinforcer.



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The Cure?


Behavior management is itself the disease for which it purports to be the cure!



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Supporting Inclusive Behavior

Mend
Socialize
Connect
Communicate
Initiate



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Mend

Design Life Stiles

Identify the obstacles
Modify the environment
Redirect and Protect

Offer gentle physical support
Support choice-making
Consider a Temporary Medication Plan

Assess the need
Start low, go slow



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Socialize

Develop Tolerance of Others

Teach kindness
Interact with others in non-task focused ways
Allow people to adjust to their own personal space

Promote "Unconditional Positive Regard"

Provide attention and praise for each person's interests and gifts
Facilitate occasions for successful interaction
Introduce giving and receiving
Encourage people to give and do for others
Promote expressions of appreciation




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Connect

Nurture the establishment of valued relationships

Promote interactions with people other than family, staff and other support recipients
Recognize that developing a relationship takes time-don't rush it
Foster mutual smiles and touches
Demonstrate your connections with others

Promote a sense of humor
Have a good time-share laughter
Celebrate special events, life's accomplishments and being together



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Communicate

Exercise skills of listening
Role model listening to others
Listen slowly and carefully
Share expressions of feelings
Share your feelings - show your emotional side
Support self-determination and self-advocacy
Allow individuals to exercise control over their lives
Recognize that skills acquisition enhances self-determination




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Initiate

Build upon the activities and items valued by the person- individualize

Identify strengths - they form the basis of future growth
Promote rituals of membership
Encourage participation in activities that say "I belong"
Celebrate the milestones of developing a presence


Introduce
Seize upon all opportunities to assist others in making new acquaintances
Assure that the skills acquired enhance the quality of the person's life



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Shame on the System For:

Requiring people to eat food dictated by a dietician with no clinical justification
Denying people an opportunity to be gainfully employed
Imposing schedules that control when, where, and how often
Creating obstacles which impair the person's right of sexual expression and intimacy




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Shame On The System For: (cont'd)

Treating adults as children


"Programming" people to acquire skills that have little to no relevance in their lives



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Underarm Deodorant Is Not Where It's At

Is learning to put on underarm deodorant part of your preferred future?



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Shame On The System For: (cont'd)

Treating adults as children

"Programming" people to acquire skills that have little to no relevance in their lives

Failing to recognize that the expression of anger in the people we support is their attempt to communicate their unmet needs

Supporting the use of Human Rights Committees which seldom address the right of people to be "Free To"




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Shame On The System For: (cont'd)

Defining "Mall Herding" as a reimbursable therapeutic intervention

Allowing people to behave in ways that erodes their human dignity and justifying that allowance as a rights issue

Selecting housemates for people with neither their input or sanction




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Shame On The System For: (cont'd)

Justifying segregated housing, employment, and leisure pursuits as a strategy to address special needs

Using language in referencing people we support in demeaning and devaluing ways

Ignoring the tragic results from nurturing learned helplessness




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Shame On The System For: (cont'd)

Accepting regulatory standards that are indifferent as to whether people "have a life"

Conducting "I..." meetings which tarnish the reputation of the individual for whom the meeting is held




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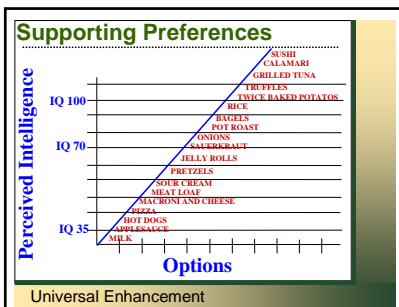
Measuring Quality of Life

Are the people for whom you provide support humans being or humans doing?

Human Doing	Human Being
Go to a restaurant	Visiting a sick friend
Go to work	Smelling flowers
Go bowling	Making a baby laugh
Mail a letter	Crying at a sad story
Make a bank deposit	Watching the sun set
Check out a library book	Singing in the shower



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Punishment

Punishment is the antithesis of reward.

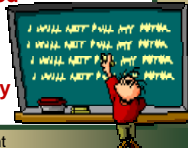
Without reward there is no punishment.

Without punishment there is no reward.

This maxim serves as the foundation for positive behavioral supports.

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Negative Punishment...
 ...in psychology, the reduction of a behavior via a stimulus which is applied (positive punishment) (e.g. giving extra chores) or removed (negative punishment) (e.g. withholding a preferred activity or item).



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Four Influences
Laws: The body of rules and principles governing the affairs of a community and enforced by a political authority.
Folkways: Practices, customs or beliefs shared by the members of a group as part of their common culture.



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Folkways
 A practice, custom, or belief shared by the members of a group as part of their common culture.....

- Honeymoon
- Prom
- Baby Shower
- Graduation Ceremony
- Bachelor Party
- Birthday Party
- Wedding



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Four Influences
Laws: The body of rules and principles governing the affairs of a community and enforced by a political authority.
Folkways: Practices, customs or beliefs shared by the members of a group as part of their common culture.
Mores: The accepted traditional customs and usages of a particular social group.



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New Year
 How do the people you support celebrate the New Year -

- making a toast?
- making a resolution?
- calling family?
- attending a party?
- eating traditional food?
- lighting fireworks?



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Four Influences
Laws: The body of rules and principles governing the affairs of a community and enforced by a political authority.
Folkways: Practices, customs or beliefs shared by the members of a group as part of their common culture.
Mores: The accepted traditional customs and usages of a particular social group.
Bond: A duty, promise or other obligation by which one is bound.



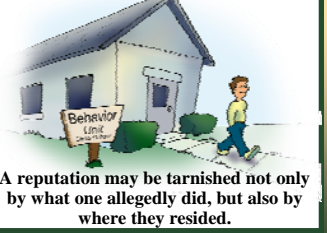
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Bond
 When you bond with people they are less likely to behave in a way that disappoint you.




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Tarnished Reputation
 A reputation may be tarnished not only by what one allegedly did, but also by where they resided.



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Influence of Others
 How can people learn to behave in socially acceptable ways when everyone they live with or spend time with behaves in socially unacceptable ways?
 Are specialized programs for people with challenging behaviors clinical best practice?



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Influences On Behavior

Medical/Biological		
Temporal Lobe		
Epilepsy		
Overactive Thyroid		
Diabetic		
Neuropathy		
Menopause		
Enlarged Prostate		
Untreated		
Hydrocephaly		
Muscle Spasms		

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Influences on Behavior (cont'd)

Medical/Biological		
Fecal Impactions		
Lesch-Nyan Syndrome		
Sensory Impairment		
Sleep Apnea		
Medication Reaction		
Toothache		
Migraine		
Headaches		

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Influences On Behavior

Medical/Biological	Environmental
Temporal Lobe	Extreme temperature
Epilepsy	Loud noise
Overactive Thyroid	
Diabetic	
Neuropathy	
Menopause	
Enlarged Prostate	
Untreated	
Hydrocephaly	
Muscle Spasms	

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The Only Guarantee

If no one is listening to it or watching it – have them turn it off.

Speak softly – keep things quiet.

Conduct will improve in direct relationship to diminished noise levels.



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Influences On Behavior

Medical/Biological	Environmental
Temporal Lobe	Extreme temperature
Epilepsy	Loud noise
Overactive Thyroid	Rigid schedules
Diabetic	Lack of privacy
Neuropathy	Hunger
Menopause	Neglect
Enlarged Prostate	Abuse
Untreated	Limited accessibility
Hydrocephaly	Poor body positioning
Muscle Spasms	

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Influences on Behavior (cont'd)

Medical/Biological	Environmental
Fecal Impactions	Interrupted Rituals
Lesch-Nyan Syndrome	Lack of Options
Sensory Impairment	Boredom
Sleep Apnea	Sexual Frustration
Medication Reaction	Social Intolerance
Toothache	
Migraine	
Headaches	

Universal Enhancement



Influences On Behavior

Medical/Biological	Environmental	Psychological/Psychiatric
Temporal Lobe	Extreme temperature	Active hallucinations
Epilepsy	Loud noise	Obsessive/Compulsive Disorder
Overactive Thyroid	Rigid schedules	Prader-Willi Syndrome
Diabetic	Lack of privacy	Pervasive Dev. Disorder
Neuropathy	Hunger	
Menopause	Neglect	
Enlarged Prostate	Abuse	
Untreated	Limited accessibility	
Hydrocephaly	Poor body positioning	
Muscle Spasms		

Universal Enhancement

Autism Spectrum Disorder


Reclusive	Hypersensitive to touch
Ritualistic	Difficulty in transitioning
Obsessive	Frenetic
Stereotypical	Echolalia
Diverts eyes	Flat vocal intonation
Savant abilities	Self-injurious

What do these traits have to do with intellectual disabilities?
If it looks, smells and feels like a  it probably is a  !

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Diagnostic Overshadowing

Overshadowing occurs when one diagnosis stops another from being seen or diagnosed. The symptoms are attributed to the existing diagnosis. This may lead to the illness(es) and/or condition(s) being missed.



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Influences On Behavior

Medical/Biological	Environmental	Psychological/ Psychiatric
Temporal Lobe	Extreme	Active
Epilepsy	temperature	hallucinations
Overactive Thyroid	Loud noise	Obsessive/ Compulsive
Diabetic	Rigid schedules	Disorder
Neuropathy	Lack of privacy	Prader-Willi Syndrome
Menopause	Hunger	Pervasive Dev. Disorder
Enlarged Prostate	Neglect	Substance abuse
Untreated	Abuse	Repeated failure
Hydrocephaly	Limited accessibility	Paranoia
Muscle Spasms	Poor body positioning	

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Influences on Behavior (cont'd)

Medical/Biological	Environmental	Psychological/ Psychiatric
Fecal Impactions	Interrupted Rituals	Fetal Alcohol Syndrome
Lesch-Nyan Syndrome	Lack of Options	Traumatic Brain Injury
Sensory Impairment	Boredom	Phobic Reactions
Sleep Apnea	Sexual Frustration	Post Traumatic Stress
Medication Reaction	Social Intolerance	Anxiety/Panic Disorder
Toothache		Low Self-Esteem
Migraine		
Headaches		

Can you detail how you would respond to each of these influences which can give rise to an unmet need?

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Interventions

The following are examples of behavioral supports that address unmet needs.


Can you identify the need, given the support?



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Interventions (cont'd)


- Enhance communication skills
- Teach relaxation strategies
- Provide counseling
- Initiate phobic desensitization
- Maximize supported routines
- Increase sensory stimulation
- Diminish noise



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Interventions (cont'd)


- Provide options
- Assure privacy
- Bond
- Prescribe medication
- Utilize support groups
- Promote hobbies
- Provide adaptive equipment



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Interventions (cont'd)

- Promote exercise
- Address health care issues
- Teach self advocacy
- Pursue employment
- Support sexual expression
- Nurture family connections



Universal Enhancement

Interventions (cont'd)

- Encourage weight loss
- Promote adult status
- Obtain massage therapy
- Improve body alignment/positioning
- Assist in transitioning
- Assure environmental accessibility




Universal Enhancement

Give 'em The Hook

Refusal to do home chores, take medication, go to work, get out of bed, etc., may necessitate cunning and deceit:

- Act silly
- Make it a game
- Challenge their ability
- Profess needing help
- Make it a contest
- Plead ignorance (show me how)
- Hold out a carrot
- Show disappointment
- Fuel their guilt

A directive, authoritative approach will likely evoke more resistance.



Universal Enhancement

Paradigm Shift - Behavioral

Old Approach	New Approach
Narrow emphasis	Broad emphasis
Short term	Long term
Topography	Function
Behavior management	Behavior support
Hierarchies	Unmet needs

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Paradigm Shift-Behavioral (cont'd)

Old Approach	New Approach
Simple Contingent	Comprehensive Non-contingent
Decrease behavior	Teach skills
Aversive	Valuing the person
Reactive	Proactive

Universal Enhancement


Limitations of Reinforcement

Reinforcement: A consequence that increases the frequency and/or intensity of a behavior.

Limitations of Reinforcement:
Contingent reinforcement seldom fulfills unmet needs.

He who controls the "reinforcer" is in a power struggle with the recipient.

Over time, the recipient desires/requires more reinforcement to maintain the preferred behavior.



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Where's The Reinforcement?


Reinforcement can become a lifestyle!

After years of being "managed" by reinforcement schedules, the recipient learns to depend upon reinforcement - **never developing an internal locus of control.**



Universal Enhancement

Reinforcement



Now according to Bob's P.P., I need to reinforce him for cooperative efforts.

Good Job Bob!

Appreciated	Reinforced
Spontaneous	Scheduled
Sincere	Contrived
Expression of affect	Superficial
Responding to the person	Responding to the behavior
Heartfelt	BMP driven
Supportive	Controlling

Universal Enhancement

Effective Behavioral Support

..requires the design of an environment that makes problem behaviors:


- Irrelevant
- Ineffective
- Inefficient



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Violence

"Violence Is The Language Of The Unheard"

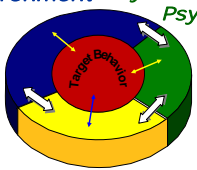


Dr. Martin Luther King, Jr.

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Bio-Psychosocial Factors

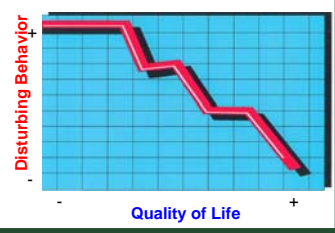
Environment Psychological Psychiatric



Biological

Universal Enhancement

Bio-psychosocial



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Behavioral Influences

Predisposing: 1. to make susceptible or liable 2. to give an inclination to beforehand.

Precipitating: to hasten the occurrence of.

Perpetuating: 1. to make continuing or enduring forever, last an indefinitely long time, or continue without interruption. 2. to preserve from extinction or oblivion.

Universal Enhancement

Gaining Cooperation

People who behave in a resistive manner are communicating their unmet needs. To gain their cooperation we must address those unmet needs.

I want to be valued and appreciated by others - if we value each other and bond,

I will be less likely to behave in a way to disappoint you.



Universal Enhancement

Gaining Cooperation (cont'd)

I need a sense of control over my life. If I am not allowed to self determine the essentials in my life (e.g. where I live, what I eat, my daily schedule), I fulfill my need

to self - determine by refusing to cooperate -

I will control what I can control.



Universal Enhancement

Having Control

The need to be in control of one's life is all powerful:

•People will control what they can control

•People will engage in counterproductive behavior to exercise their need to control.

Can you identify when the need to control is an unmet need?



Universal Enhancement

Gaining Cooperation (cont'd)

It may not be obvious to you, but what you are asking me to do requires a lot more physical and/or cognitive effort than I am used to exerting. If you lower the bar and are willing to *take what you can get closest to what you want*, I will probably cooperate.

There are activities and routines, which you ask me to do that may cause me to be anxious. *Get to know me and become familiar with my history*. This will help you to be more sensitive and understanding in my effort to cooperate.



Universal Enhancement

Gaining Cooperation (cont'd)

If I am going to cooperate with you, I need to know "what's in it for me?" Bring to my attention why I should engage in the activity. If I engage, will it show others how strong, talented or capable I am? Tom Sawyer understood this.

When you touch me, it is purposeful (e.g. assisting in my daily routine, transferring and/or walking, providing physical prompts). If you touch me only when I require assistance - I will learn to resist your touch. *Touch me non-contingently.*



Universal Enhancement

Build On Strengths

"All he wants to do is drink coffee."

Have him:

- Select a preferred coffee bean
- Boil water in the microwave oven
- Grind beans in a hand grinder
- Place ground beans in a French coffee press
- Pour hot water into the press
- Slowly press the coffee
- Pour coffee into a cup

Enjoy and share this experience!



Universal Enhancement

Consequation Considerations

Consequation in a behavioral support plan:

is primarily to keep people safe can never replace meeting individual unmet needs Be vigilant that the consequence does not become an aberrant contingency.



Universal Enhancement

Definitions - New Perspectives

Nagging -

Giving repeated verbal prompts because you really do not believe the person is responsible for their own behavior.

Psychological "Welfarism" -

When outcomes are provided regardless of behavior and/or behavior provides no differential consequences, the person comes to believe that someone other than themselves is responsible.



Universal Enhancement

Learning Responsibility

Your behavior determines the consequence.

I do not!

You can't do that to me! It's not fair!



Universal Enhancement

Self-Discipline

Universal Enhancement

Three I's

Natural consequences should be:

- Immediate
- Intense
- Impersonal

Universal Enhancement

Behavioral - Relationships

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Critical Skills

The following social and behavioral skills are critical in forming and maintaining valued relationships.

Are you providing encouragement to the people you support in improving these skills?

Coping Skills
Expressing frustration without aggression
Coping appropriately when someone is insulting

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Critical Skills (cont'd)

Coping Skills (cont'd.)
Avoiding arguments when provoked
Handling being lied to or blamed
Seeking assistance appropriately

Peer Relationships
Contributing to group activities
Developing/maintaining individual relationships
Interacting with a variety of people on a regular basis

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Critical Skills (cont'd)

Peer Relationships (cont'd.)
Beginning reciprocal conversations with others
Initiating leisure activities with others
Expressing feelings of friendship toward peers
Complimenting others regularly
Sharing laughter and jokes with others

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Social Worker

If we were all good social workers, we wouldn't need psychologists.

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The Control Cycle


Universal Enhancement

Hierarchy Of Intervention

- Redirect
- Positive Practice: Restitution
- Time Out: Non-seclusionary, Exclusionary
- Physical Restraint
- Mechanical Restraint
- Seclusionary Time Out
- Over-Correction
- Chemical Restraint

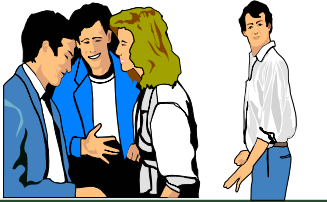
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Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...
 Positive reinforcement
 Planned ignoring



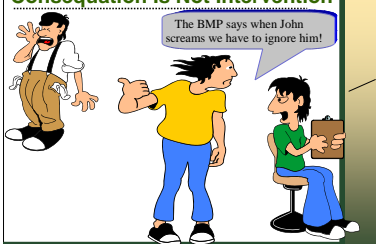
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Exclusionary Time-Out



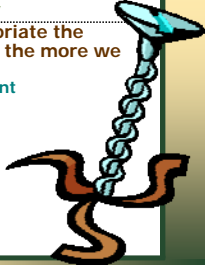
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Consequation Is Not Intervention




Universal Enhancement

Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...
 Positive reinforcement
 Planned ignoring
 Redirect
 Restitution




Universal Enhancement

Restitution
 Jimmy loves Gretchen
 Bob was here
 LOVE NOT WAR
 For a good time call.....



Universal Enhancement


Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...
 Positive reinforcement
 Planned ignoring
 Redirect
 Restitution
 Physical restraint



Universal Enhancement


Physical Restraint
 Impairing another's bodily movements by using your own body:

- To enhance developmental competence
- To protect from harm
- To consequate behavior - contingently applied
- To achieve a medical outcome




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Therapeutic Hold




Universal Enhancement

Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...
 Positive reinforcement
 Mechanical restraint
 Planned ignoring
 Redirect
 Restitution
 Physical restraint




Universal Enhancement

Mechanical Restraint
 A device to impair bodily movement:
 For purposes of positioning and body alignment
 As a medical protective device
 To consequence behavior
 For purposes of crises



Universal Enhancement


Mechanical Restraint



Universal Enhancement

Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...

Positive reinforcement
 Mechanical restraint
 Seclusionary time-out
 Planned ignoring
 Redirect
 Restitution
 Physical restraint




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Build It And They Will Come



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Seclusionary Time-Out

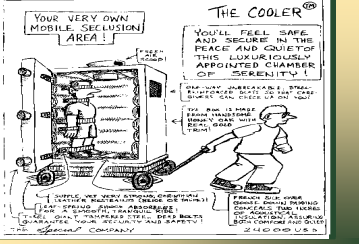


Universal Enhancement

The Cooler

YOUR VERY OWN MOBILE SECLUSION AREA!

YOU'LL FEEL SAFE AND SECURE IN THE PEACE AND QUIET OF THIS LUXURIOUSLY APPOINTED CHAMBER OF SERENITY!



Universal Enhancement


Inclusion
 The intervention for many inappropriate behaviors is not seclusion, but inclusion.



Universal Enhancement

Turn the Screw
 The more inappropriate the person's behavior, the more we turn the screw...

Positive reinforcement
 Mechanical restraint
 Seclusionary time-out
 Over-correction
 Planned ignoring
 Redirect
 Restitution
 Physical restraint



Universal Enhancement

Compliant
 He recently completed our compliance training program and now he does what he is told!

Compliant:
 yielding;
 submissive;
 obedient




Universal Enhancement

Turn the Screw


The more inappropriate the person's behavior, the more we turn the screw...

Positive reinforcement	Mechanical restraint
Planned ignoring	Seclusionary time-out
Redirect	Over-correction
Restitution	Chemical restraint
Physical restraint	



Universal Enhancement

Chemical Restraint



Universal Enhancement

The Laws Of Psychopharmacology

The right drug doesn't fix the wrong environment.
Drugs treat disorders, not behaviors.



Universal Enhancement

Drugs Used on Aggression in Those With Low IQ's Provide No Benefit, Study Says


The drugs most widely used to manage aggressive outbursts in intellectually disabled people are no more effective than placebos for most patients and may be less so, researchers report.

In the study, Dr. Peter J. Tyrer, a professor of psychiatry at Imperial College London, led a research team who assigned 86 people from ages 18-65 to one of three groups: one that received Risperdal; one that received a generic form of Haldol; and one that was given a placebo pill. Caregivers tracked the participants' behavior. Unexpectedly, those in the placebo group improved the most significantly.

Universal Enhancement

Can't Prove It...

...but I believe that:
60% of all individuals with a primary diagnosis of developmental disabilities and a secondary diagnosis of mental illness have a "trumped up" diagnosis of the mental illness to meet best practice guidelines for prescribing medication.
What do you think?




Universal Enhancement

Turn the Screw

The more inappropriate the person's behavior, the more we turn the screw...

Positive reinforcement	Mechanical restraint
Planned ignoring	Seclusionary time-out
Redirect	Over-correction
Restitution	Chemical restraint
Physical restraint	

How do these interventions meet the person's unmet needs?



Universal Enhancement

Etiology of Diagnosis

Bob has a disability-----
Bob hits people
People get hurt
Staff write BMP
Bob hits people
MD pressured for help
MD renders DSM IV Axis I Diagnosis
Bob has Intermittent Explosive Disorder
Bob takes Paxil
Bob hits people
You would be explosive too if you didn't have a life!




Universal Enhancement

Misdiagnosed

Reasons why people with a primary diagnosis of mental illness may be incorrectly diagnosed with a secondary diagnosis of intellectual disabilities:

- Institutional deprivation
- Medication depresses functioning
- Mental illness may depress IQ scores
- More service options for people with intellectual disabilities


Intellectual disability diagnoses lead to a self-fulfilling prophecy.



Universal Enhancement

Punishment


Distrust all men in whom the impulse to punish is powerful.



Friedrich Nietzsche


Universal Enhancement

Discipline.....
is teaching one:
 to make better choices about their behavior that they have the power to choose how they behave decision making to be responsible to think for themselves



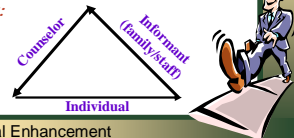
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“Whack” A Behavior
 “Extinguishing” undesired behavior through BMP approaches is like playing the game “Whack A Mole.”



Universal Enhancement


Counseling
 There is no therapeutic value in “going to” counseling.
 For many people with developmental disabilities, counseling can only be effective when there is ongoing communication amongst:



Universal Enhancement

Controlling Language
 The following are statements of a controlling superior-subordinate relationship (oppressor-oppressed):

- “Well it’s about time!” (... stupid)
- “Because I said so!” (I’m in control here)
- “I said RIGHT NOW!” (There is no room for debate)
- “I don’t have time for your nonsense!” (There is no room for you here)




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Controlling Language (cont'd)


- “I am not telling you again!” (Make no mistake, I’m the Boss)
- “Didn’t you hear what I told you?” (Hello in there, anybody home?)

What factors might influence a person’s need to control others through devaluing verbalizations?



Universal Enhancement

Who Decides?
 One’s quality of life is significantly influenced by the decisions one is empowered and supported in making. In the lives of people with intellectual disabilities, who decides...
 where they live?
 what they do during their day?
 how they spend their free time?




Universal Enhancement

Who Decides? (cont'd)

- what they eat?
- what they do for fun?
- when they go to sleep?
- how they spend their money?

Being supported in selecting options and making decisions is central to a quality life.



Universal Enhancement

Revealing the Decision Maker
 Source Of Control And Decision Making

	Me	Me & Others	Others
Always			
Usually			
Seldom			
Never			

Frequency

How do the plotted intersections of valued aspects of your life compare with people with disabilities?

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Feelings
 We care more about how people behave than how people feel!



Universal Enhancement

Happiness

A B C D E F

“Compared with (the) depressed, happy people are less self-focused, less hostile and abusive, and less susceptible to disease.”

David G. Myers

Universal Enhancement

Self-Determination

People achieve power through:

Money
Information
Abilities
Skills
Competencies
Violence

Universal Enhancement

Be Flexible

“Take what you can get closest to what you want.”

-- Lee Graber

Universal Enhancement

“If You Make It A Struggle - YOU Will Lose.” Lee Graber

Universal Enhancement

The Mountain Must Come

If Mohammed will not go to the mountain, the mountain must come to Mohammed.

From Essay by Sir Frances Bacon (1625)
(first appearance in English)

Universal Enhancement

Hypocrisy

Choice is not selecting an option from an array of one.

Harriett McBryde Johnson

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Choices

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