WEBVTT

1 "Brandy Allen" (3978936832)
00:00:00.000 --> 00:00:12.509
1 o'clock, so let's go ahead and get started. There is a lot of material
to cover in this presentation. I'm going to start by introducing myself.

2 "Brandy Allen" (3978936832)
00:00:12.509 --> 00:00:18.179
Uh, my name is brandy Allen I am a positive supports consultant lead.

3 "Brandy Allen" (3978936832)
00:00:18.179 --> 00:00:32.640
Uh, for in the North region of this state, I actually work out of the
kirkstall regional office. Um, I've been with the event for 2 years. Now,
today, as we go through this training.

4 "Brandy Allen" (3978936832)
00:00:32.640 --> 00:00:43.075
It will be interactive however, most of our interaction will be through
the chat box. Um, so hopefully everybody is familiar with how to use the
chat box.

5 "Brandy Allen" (3978936832)
00:00:43.345 --> 00:00:52.525
If you look on the right side of your screen, you should see the word
chat and it has a little button next to it.

6 "Brandy Allen" (3978936832)
00:00:52.665 --> 00:01:07.575
Little either forward facing triangle or downward facing triangle if it's
facing downward, then your chat box is open and you should be ready to go
and share with us. I would ask those of you who are on today.

7 "Brandy Allen" (3978936832)
00:01:07.575 --> 00:01:08.775
Could you share.

8 "Brandy Allen" (3978936832)
00:01:09.150 --> 00:01:15.060
Uh, your name where you are from what agency you're with.

9 "Brandy Allen" (3978936832)
00:01:15.060 --> 00:01:19.200
Um, and then we will get started.

10 "Brandy Allen" (3978936832)
00:01:19.200 --> 00:01:28.050
Into the class here pretty quick. I just like to see what kind of
audience I have before we get started.

11 "Brandy Allen" (3978936832)
00:01:28.050 --> 00:01:41.460

So, if you don't mind, just putting your name on what agency or organization that you're with, and even if you want to put your role within that organization, that would be great. Just drop that in the chat box. For me.

12 "Brandy Allen" (3978936832)
00:01:47.605 --> 00:01:58.945
And I will tell you that there is usually a bit of a leg when I ask you to put things in the chat box. On my end before I can see it. There are a few slides that I will type on.

13 "Brandy Allen" (3978936832)
00:01:58.975 --> 00:02:04.495
And you will notice that there is a little bit of a lag before you're able to see what I type as well.

14 "Brandy Allen" (3978936832)
00:02:12.090 --> 00:02:17.790
All right, let's see, here I've got Nancy from Northwest community services.

15 "Brandy Allen" (3978936832)
00:02:17.790 --> 00:02:26.280
I'm going to miss pronounce your name. Kian is with Missouri mentors in RN.

16 "Brandy Allen" (3978936832)
00:02:26.280 --> 00:02:35.280
Sarah was center for human services. She's an supervisor.

17 "Brandy Allen" (3978936832)
00:02:35.280 --> 00:02:42.840
We've got Robert who goes by Bob with department of social services with legal services.

18 "Brandy Allen" (3978936832)
00:02:42.840 --> 00:02:51.930
And Megan, you're up in my area Courtney is with center for human services a service coordinator.

19 "Brandy Allen" (3978936832)
00:02:51.930 --> 00:02:59.460
We've got Tammy, um, a rec therapist. Welcome everybody.

20 "Brandy Allen" (3978936832)
00:02:59.460 --> 00:03:06.870
Dana is lead admin support at Northwest Missouri side.

21 "Brandy Allen" (3978936832)
00:03:06.870 --> 00:03:13.770
Dana admin support assistant at Northwest Missouri site. Awesome.

22 "Brandy Allen" (3978936832)
00:03:13.770 --> 00:03:17.940

Bringing from.

23 "Brandy Allen" (3978936832)
00:03:17.940 --> 00:03:25.410
Welcome asleep center for human services. Another service coordinator.

24 "Brandy Allen" (3978936832)
00:03:25.410 --> 00:03:31.320
sharece, um, there are no for this class.

25 "Brandy Allen" (3978936832)
00:03:34.560 --> 00:03:46.465
Tammy, just to let, you know, well, welcome. Everybody it looks like we
have a good mix of a crowd here today. So, I hope that you find the
information we go over in today's training very useful.

26 "Brandy Allen" (3978936832)
00:03:47.455 --> 00:03:54.535
It is going to be based on the positive behavior, support curriculum
tools of choice. That's why it's called.

27 "Brandy Allen" (3978936832)
00:03:54.560 --> 00:03:56.460
Tools for everyone.

28 "Brandy Allen" (3978936832)
00:03:57.085 --> 00:04:09.145
As I mentioned earlier, we will be interacting through that chat box
throughout today's training. So please feel free to keep that open and
actively participate.

29 "Brandy Allen" (3978936832)
00:04:09.985 --> 00:04:16.435
You also may want to grab some paper to take any notes or to work on any
of the practice activities that we'll be doing a little.

30 "Brandy Allen" (3978936832)
00:04:16.460 --> 00:04:17.580
Later on.

31 "Brandy Allen" (3978936832)
00:04:19.375 --> 00:04:32.935
So, in today's session, we're going to be talking about positive
behavior, supports what they are. Those are universal strategies. We're
going to go over that in just a 2nd, on the next slide.

32 "Brandy Allen" (3978936832)
00:04:33.265 --> 00:04:37.555
We're going to be talking about some fundamental facts about behavior and
how.

33 "Brandy Allen" (3978936832)
00:04:37.580 --> 00:04:45.509

How to categorize behavior into 4 different types and how that can really help us target those behaviors for change.

34 "Brandy Allen" (3978936832)
00:04:45.509 --> 00:04:48.899
We're also going to be talking about Co version.

35 "Brandy Allen" (3978936832)
00:04:48.899 --> 00:04:55.169
And punishment, and what the effects are, when we use coercion and punishment.

36 "Brandy Allen" (3978936832)
00:04:55.169 --> 00:05:06.234
Why we should also try to avoid using them, we're going to go in detail over the 10 examples of coercion that we should try to avoid, but we all use,

37 "Brandy Allen" (3978936832)
00:05:06.714 --> 00:05:15.144
and we're going to talk about how to improve interactions and improve behaviors using these positive behavior support strategy.

38 "Brandy Allen" (3978936832)
00:05:15.169 --> 00:05:19.439
Is.

39 "Brandy Allen" (3978936832)
00:05:19.439 --> 00:05:25.679
So, let's talk a little bit about positive behavior support and what that is.

40 "Brandy Allen" (3978936832)
00:05:25.914 --> 00:05:33.264
There have been behavior analysts since the 940 studying behavior, the science of behavior,

41 "Brandy Allen" (3978936832)
00:05:33.264 --> 00:05:45.654
and there have been hundreds of thousands of studies that have been done on the different principles and techniques and programs that can be used in all the types of environments. types of environments

42 "Brandy Allen" (3978936832)
00:05:45.679 --> 00:05:58.709
Schools training curriculums homes and basically what that is shown us is that we have a positive behavior support.

43 "Brandy Allen" (3978936832)
00:05:58.709 --> 00:06:06.329
System that is based off of the public health model to structure how we manage behaviors.

44 "Brandy Allen" (3978936832)

00:06:06.329 --> 00:06:15.389
Positive behavior support or PBS actually means that we are increasing
the quality of life through the science of behavior.

45 "Brandy Allen" (3978936832)
00:06:15.389 --> 00:06:22.139
And the way that we do that is we use this triangle of intervention, um.

46 "Brandy Allen" (3978936832)
00:06:22.139 --> 00:06:30.474
To show the types of positive behavior support that we can offer to meet
individuals at their different level of need.

47 "Brandy Allen" (3978936832)
00:06:31.314 --> 00:06:42.054
If we talk about this bottom green base of the triangle, we're talking
about the universal strategies that support quality of life for the.

48 "Brandy Allen" (3978936832)
00:06:42.139 --> 00:06:52.274
Entire population, these are those techniques that you can use with
anyone and everyone to increase their quality of life in a healthy
population.

49 "Brandy Allen" (3978936832)
00:06:52.544 --> 00:06:59.924
80 to 90% of people will only need these universal strategies to have a
high quality of life. life

50 "Brandy Allen" (3978936832)
00:07:01.104 --> 00:07:04.284
Now, if we move up to the middle of the triangle,

51 "Brandy Allen" (3978936832)
00:07:04.284 --> 00:07:19.164
this yellow section that represents the population that is at risk for
poor outcomes interventions in this middle section often look like an
extra scoop that universal

52 "Brandy Allen" (3978936832)
00:07:19.164 --> 00:07:20.004
strategy.

53 "Brandy Allen" (3978936832)
00:07:20.894 --> 00:07:34.544
And sometimes we also include some targeted interventions that are
intended to be short term and then they fade out as those risk levels
start to decrease and a healthy population.

54 "Brandy Allen" (3978936832)
00:07:34.724 --> 00:07:38.744
10 to 15% of people will need this level of intervention. intervention

55 "Brandy Allen" (3978936832)

00:07:39.774 --> 00:07:52.554
And then we have the top of that triangle, which represents those
individuals who are in crisis, and they are in need of short term
intensive supports in the general population.

56 "Brandy Allen" (3978936832)
00:07:52.554 --> 00:07:57.264
5%, or fewer might need that high level of intervention. intervention

57 "Brandy Allen" (3978936832)
00:07:59.089 --> 00:08:10.934
So, during today's training, we're really going to be focusing on the
bottom of the triangle, the base, those universal supports that everyone
needs to have a high quality of life.

58 "Brandy Allen" (3978936832)
00:08:12.104 --> 00:08:19.064
These aren't strategies for any specific population, or the way that we
treat people in particular circumstances.

59 "Brandy Allen" (3978936832)
00:08:19.089 --> 00:08:28.229
But really, they're just strategies that we can use to engage everyone
around us in positive interactions.

60 "Brandy Allen" (3978936832)
00:08:31.739 --> 00:08:40.709
So, if you think about that, why is it hard to approach people with this
positive behavior support.

61 "Brandy Allen" (3978936832)
00:08:41.964 --> 00:08:52.134
Mentality like, what makes it difficult for people to accept you being
positive and wanting those positive interactions all the time.

62 "Brandy Allen" (3978936832)
00:08:53.064 --> 00:09:00.504
It really does mean that you focus on being kind of carrying all the
time. You try to avoid saying, or doing.

63 "Brandy Allen" (3978936832)
00:09:00.709 --> 00:09:03.659
That might worse in this situation.

64 "Brandy Allen" (3978936832)
00:09:03.659 --> 00:09:13.824
And you try to avoid using punishment consequences for worsening
consequences when we're trying to teach someone,

65 "Brandy Allen" (3978936832)
00:09:14.724 --> 00:09:23.184
we're really leaning more towards those natural consequences and really
focusing on what people are doing. Well.

66 "Brandy Allen" (3978936832)
00:09:23.659 --> 00:09:28.949
Other than what they are not doing. Well.

67 "Brandy Allen" (3978936832)
00:09:28.949 --> 00:09:33.839
And that's hard, right it's, you know, we've kind of been.

68 "Brandy Allen" (3978936832)
00:09:33.839 --> 00:09:37.469
Raised to, in this society.

69 "Brandy Allen" (3978936832)
00:09:37.469 --> 00:09:42.719
That we have to have some kind of negative punishment in order for people
to learn.

70 "Brandy Allen" (3978936832)
00:09:42.719 --> 00:09:53.609
Um, and so thinking about using positive behavior supports can be a
different mindset. It's something that you really have to mindfully put
into practice.

71 "Brandy Allen" (3978936832)
00:09:58.619 --> 00:10:04.439
So, let's talk about what behavior is, um.

72 "Brandy Allen" (3978936832)
00:10:04.439 --> 00:10:12.299
In the chat box, can you can anyone give me a definition of behavior.

73 "Brandy Allen" (3978936832)
00:10:12.299 --> 00:10:25.734
There's no right or wrong answers here. Welcome should use.

74 "Brandy Allen" (3978936832)
00:10:25.734 --> 00:10:27.504
And Gloria who joined us.

75 "Brandy Allen" (3978936832)
00:10:31.619 --> 00:10:42.779
Right, so what I'm I'm looking for right now is what, how would you
explain behavior and what behavior is to someone who didn't have any
idea.

76 "Brandy Allen" (3978936832)
00:10:42.779 --> 00:10:46.439
Maybe someone who didn't understand the English.

77 "Brandy Allen" (3978936832)
00:10:55.229 --> 00:10:59.159
Tammy says the result of one's actions.

78 "Brandy Allen" (3978936832)

00:11:02.699 --> 00:11:11.339
Definitely, and then we have Sarah who says anything that can be seen and observed.

79 "Brandy Allen" (3978936832)
00:11:11.339 --> 00:11:16.679
And I think that Sarah might have a background and tools of choice.

80 "Brandy Allen" (3978936832)
00:11:16.679 --> 00:11:19.769
Hello.

81 "Brandy Allen" (3978936832)
00:11:24.029 --> 00:11:27.839
Robert says how someone interacts with others.

82 "Brandy Allen" (3978936832)
00:11:36.509 --> 00:11:43.259
And I like Sarah's example here, um, if a stick can do it, it's not a behavior.

83 "Brandy Allen" (3978936832)
00:11:43.259 --> 00:11:46.409
Hello.

84 "Brandy Allen" (3978936832)
00:11:46.409 --> 00:11:49.469
We're going to talk about that in just a 2nd.

85 "Brandy Allen" (3978936832)
00:11:49.469 --> 00:11:54.719
I love that Sarah.

86 "Brandy Allen" (3978936832)
00:11:54.719 --> 00:12:03.119
Okay, so those those are great definitions of behavior. Um.

87 "Brandy Allen" (3978936832)
00:12:03.119 --> 00:12:14.459
The next slide here, it's going to tell us that Sarah was. Exactly correct. And that behavior is anything that a person does that can be seen and counted.

88 "Brandy Allen" (3978936832)
00:12:14.544 --> 00:12:27.804
And she Sarah was also exactly right that we tend to put those actions to the dead man's test. Just like Sarah said, if a stick can do it, it's not considered a behavior.

89 "Brandy Allen" (3978936832)
00:12:28.074 --> 00:12:34.434
We say, if a dead man can do it, then it's not a behavior. Same thing I, I.

90 "Brandy Allen" (3978936832)
00:12:34.459 --> 00:12:40.139
Would assume that a dead man and a stick could probably do about the same
thing.

91 "Brandy Allen" (3978936832)
00:12:41.934 --> 00:12:53.334
Okay, so just remember behavior is anything a person does that can be
seen and counted. Um, so it could be it could be positive things. It
could be negative things.

92 "Brandy Allen" (3978936832)
00:12:53.844 --> 00:12:58.854
It's just anything that we can observe that we can see a document and
count.

93 "Brandy Allen" (3978936832)
00:13:03.839 --> 00:13:14.039
So, now that we know the definition of behavior, can you guys give me
some examples of behaviors in the chat box? We're going to make a list
here.

94 "Brandy Allen" (3978936832)
00:13:14.039 --> 00:13:22.739
I would like to see probably a good I know 10 to 15 behaviors listed in
the chat box.

95 "Brandy Allen" (3978936832)
00:13:22.739 --> 00:13:26.069
So, give me some specific behaviors.

96 "Brandy Allen" (3978936832)
00:13:26.069 --> 00:13:36.449
Got kicking Thank you, Haley.

97 "Brandy Allen" (3978936832)
00:13:36.449 --> 00:13:45.989
Aggression laughing.

98 "Brandy Allen" (3978936832)
00:13:45.989 --> 00:13:56.909
Slow over here.

99 "Brandy Allen" (3978936832)
00:13:56.909 --> 00:14:00.629
Ignoring or avoidance.

100 "Brandy Allen" (3978936832)
00:14:06.569 --> 00:14:13.589
Wandering.

101 "Brandy Allen" (3978936832)
00:14:19.289 --> 00:14:25.049
They saying these are all good ones.

102 "Brandy Allen" (3978936832)
00:14:25.049 --> 00:14:29.639
It's you more maybe like 3 or 4 more.

103 "Brandy Allen" (3978936832)
00:14:34.169 --> 00:14:38.009
Any behaviors anything that we can see or counts.

104 "Brandy Allen" (3978936832)
00:14:48.749 --> 00:14:51.929
Laughing crying. Those are good ones.

105 "Brandy Allen" (3978936832)
00:15:01.259 --> 00:15:13.469
Okay all right so let's just go with this list here. So I want you guys
to look at our list and.

106 "Brandy Allen" (3978936832)
00:15:13.469 --> 00:15:25.734
I want you to tell me if you see more desirable behaviors or undesirable
behaviors.

107 "Brandy Allen" (3978936832)
00:15:29.039 --> 00:15:33.959
Just in the chat box, just tell me.

108 "Brandy Allen" (3978936832)
00:15:33.959 --> 00:15:41.099
Oh, I saw an undesirable in there. Yep several undesirables there.

109 "Brandy Allen" (3978936832)
00:15:41.099 --> 00:15:55.314
For sure. Um, yeah, so that's pretty normal when we ask people to make a
list of behaviors, we have a tendency to come up with more undesirable
behaviors than desirable behaviors.

110 "Brandy Allen" (3978936832)
00:15:55.734 --> 00:16:00.804
Um, and that, I think is a lot due to the fact that the word behavior.

111 "Brandy Allen" (3978936832)
00:16:01.099 --> 00:16:10.544
Tends to have a negative connotation to it when we say the word behavior,
we typically think of something being done that we don't want.

112 "Brandy Allen" (3978936832)
00:16:10.634 --> 00:16:18.674
Right but honestly, when we think about the definition of behavior being
anything that we can see your accounts. Um.

113 "Brandy Allen" (3978936832)
00:16:19.019 --> 00:16:24.269

That would include those desirable behaviors. So we had a few undesirables in here.

114 "Brandy Allen" (3978936832)
00:16:24.269 --> 00:16:30.449
We had laughing clapping could be a desirable behavior.

115 "Brandy Allen" (3978936832)
00:16:30.449 --> 00:16:35.759
Um, maybe even some of the other ones, depending on the context, right?

116 "Brandy Allen" (3978936832)
00:16:36.264 --> 00:16:50.934
We're going to come back to this list a couple of times as we continue to move throughout today's training, but thank you guys for participating and giving us some really good examples to address as we go through. Some of the topics in today's training.

117 "Brandy Allen" (3978936832)
00:16:55.854 --> 00:17:07.104
All right, so when we talk about behaviors, it's really good to talk about specific actions rather than using category words.

118 "Brandy Allen" (3978936832)
00:17:07.914 --> 00:17:14.934
So, for example, instead of saying, well, that person is just rude, we could say specifically what they're doing like.

119 "Brandy Allen" (3978936832)
00:17:15.169 --> 00:17:24.659
They're staring at us, you know, that person cut in line. Maybe that person was saying, look at that. What were they thinking.

120 "Brandy Allen" (3978936832)
00:17:24.659 --> 00:17:31.619
We can actually document those specific actions that are happening instead of just being rude.

121 "Brandy Allen" (3978936832)
00:17:31.619 --> 00:17:45.479
Because what looks like, rude to me, might not look the same as root to someone else. Right? So using those specific desirable, or those specific actions can be really helpful.

122 "Brandy Allen" (3978936832)
00:17:45.479 --> 00:17:48.599
I'm going to go back to our list here.

123 "Brandy Allen" (3978936832)
00:17:48.599 --> 00:17:52.799
Do you guys see any category words in our list?

124 "Brandy Allen" (3978936832)
00:17:52.799 --> 00:17:57.599

Things that, maybe we could break down into some more specific actions.

125 "Brandy Allen" (3978936832)
00:18:07.229 --> 00:18:12.719
Aggressive? Yeah, Tammy. So if we were to break aggressive down.

126 "Brandy Allen" (3978936832)
00:18:12.719 --> 00:18:18.299
In some more specific actions, what would that look like?

127 "Brandy Allen" (3978936832)
00:18:18.299 --> 00:18:23.339
Feel free to type it in the chat box. What you think aggression looks like.

128 "Brandy Allen" (3978936832)
00:18:23.339 --> 00:18:34.409
Could be yelling? Yes, absolutely. Leslie.

129 "Brandy Allen" (3978936832)
00:18:34.409 --> 00:18:38.579
Posturing what do you mean by posturing.

130 "Brandy Allen" (3978936832)
00:18:43.619 --> 00:18:51.449
Or kicking for sure. Verbal or physical actions. Yeah so maybe name calling, right? Or.

131 "Brandy Allen" (3978936832)
00:18:51.449 --> 00:18:56.039
You know, getting pushing, checking those kinds of things.

132 "Brandy Allen" (3978936832)
00:18:56.039 --> 00:19:02.189
Nancy says threatening looks. Okay. Yeah. For sure.

133 "Brandy Allen" (3978936832)
00:19:02.189 --> 00:19:09.509
Pushing Yep. Loud banging. Yeah, Nancy. I, I'd like.

134 "Brandy Allen" (3978936832)
00:19:09.509 --> 00:19:22.974
How you kind of change that to threatening looks I think I understand where you're going with the posturing. Like, when someone is aggressive, a lot of times, too, they, like, get in your space or like, they try to physically intimidate you.

135 "Brandy Allen" (3978936832)
00:19:23.784 --> 00:19:28.524
So, I can see where that is definitely a behavior that you can describe.

136 "Brandy Allen" (3978936832)
00:19:29.509 --> 00:19:35.669
Yeah, that body language, Lucas, those tins muscles, side orientation.

137 "Brandy Allen" (3978936832)
00:19:35.669 --> 00:19:38.394
Yeah, definitely. Okay.

138 "Brandy Allen" (3978936832)
00:19:38.754 --> 00:19:46.914
So this is really just to remind you guys that when we describe behavior,
especially for those of you who have to document behavior,

139 "Brandy Allen" (3978936832)
00:19:47.904 --> 00:19:55.584
we really want to be using those specific actions that we can see it and
count rather than using those category description.

140 "Brandy Allen" (3978936832)
00:19:56.114 --> 00:20:05.744
So, if you're looking over your documentation, and you see a word that
you could break down a little bit more into specific actions, do that,

141 "Brandy Allen" (3978936832)
00:20:05.984 --> 00:20:14.414
because that's what's really going to help us monitor whether we're
seeing behavior change in that we can count.

142 "Brandy Allen" (3978936832)
00:20:14.699 --> 00:20:21.359
If the behavior is lessening, right? And we can observe it that behavior
is lessening.

143 "Brandy Allen" (3978936832)
00:20:21.359 --> 00:20:31.379
So, let's move on to talking about the 4 universal categories of
behavior. Um.

144 "Brandy Allen" (3978936832)
00:20:31.379 --> 00:20:42.119
When we think about behaviors, those things that we can see and count,
there are 2 different, broad categories. There's desirable and there's
undesirable.

145 "Brandy Allen" (3978936832)
00:20:42.119 --> 00:20:55.529
And then under desirable behaviors, we have 2 different kinds. We have
significant, desirable behaviors, and we have just okay behaviors that
are also considered desirable.

146 "Brandy Allen" (3978936832)
00:21:00.414 --> 00:21:15.354
When we look at significant, desirable behaviors, those are the behaviors
that are really important and they're often the ones that we're trying to
teach someone or help someone do at the right time or do more often.

147 "Brandy Allen" (3978936832)

00:21:15.704 --> 00:21:24.734
Often than they currently do that behavior, these are the types of behaviors that are really going to help them have a higher quality of life. Overall.

148 "Brandy Allen" (3978936832)
00:21:25.724 --> 00:21:35.294
Some examples of significant behaviours might be, you know, teaching a toddler to use the toilet independently. That's a significant.

149 "Brandy Allen" (3978936832)
00:21:35.529 --> 00:21:47.639
Terrible behavior. Right. Um, can you guys think of any other significant desirable behaviors that you might encourage people to do?

150 "Brandy Allen" (3978936832)
00:21:47.639 --> 00:21:52.229
Feel free to put those in the chat box for me.

151 "Brandy Allen" (3978936832)
00:21:52.229 --> 00:22:05.309
So these are those behaviors that, that we really want to see continue to be repeated. They're very important. They're going to lead to that higher independence or higher quality of life for an individual.

152 "Brandy Allen" (3978936832)
00:22:13.409 --> 00:22:23.999
If you think of think of a toddler learning to go to the bathroom independently, what are some other things that might be important for people to learn.

153 "Brandy Allen" (3978936832)
00:22:40.199 --> 00:22:50.549
Oh, these are some good ones here Andrea says how to ask for help during an emergency yes, definitely.

154 "Brandy Allen" (3978936832)
00:22:50.549 --> 00:22:59.399
Nancy says social skills. Yep. Tammy says verbally interacting with others. Yep. As long with those social skills.

155 "Brandy Allen" (3978936832)
00:22:59.399 --> 00:23:09.959
Accountability yeah, that's something we like people to see right take responsibility for yourself and admit when you've done something wrong and make it right?

156 "Brandy Allen" (3978936832)
00:23:09.959 --> 00:23:18.539
How to communicate their needs? Definitely especially for those who have difficulty with being able to communicate effectively.

157 "Brandy Allen" (3978936832)
00:23:19.314 --> 00:23:33.954

Yeah, I also think about things like filling out job applications, a job interview, um, being able to manage your own personal hygiene might be a significant behavior for someone.

158 "Brandy Allen" (3978936832)
00:23:34.404 --> 00:23:34.793
Um.

159 "Brandy Allen" (3978936832)
00:23:35.159 --> 00:23:39.119
There are those skills that are going to increase their quality of life.

160 "Brandy Allen" (3978936832)
00:23:39.119 --> 00:23:49.319
And then the 2nd, category of desirable behavior is those just okay behaviors so just, OK, behaviors are.

161 "Brandy Allen" (3978936832)
00:23:49.319 --> 00:23:53.519
Those behaviors that we expect people to do.

162 "Brandy Allen" (3978936832)
00:23:54.354 --> 00:24:07.404
We often overlooked them, like, we wouldn't point them out there. Things like going to work on time every day. I don't know about you all, but my boss doesn't say, hey, brandy. Thanks for being at work on time today.

163 "Brandy Allen" (3978936832)
00:24:07.854 --> 00:24:13.434
Um, it's just kind of expected, right but it's a desirable behavior. It's something that we want.

164 "Brandy Allen" (3978936832)
00:24:13.519 --> 00:24:26.024
To see, it might be things like walking versus running in public places, closing the door. When you come in from outside or pushing in your chair, when you get up from the table.

165 "Brandy Allen" (3978936832)
00:24:26.474 --> 00:24:33.074
So, those behaviors that we just expect from people, and that, we don't always point out.

166 "Brandy Allen" (3978936832)
00:24:33.389 --> 00:24:38.309
Can you guys think of any other examples of just okay behaviors.

167 "Brandy Allen" (3978936832)
00:24:53.399 --> 00:24:59.759
Yeah, he said speaking when spoken to responding when someone speaks to you for sure.

168 "Brandy Allen" (3978936832)
00:25:00.804 --> 00:25:13.104

Covering your mouth when coughing yeah a lot of those hygiene things or those, you know, those are just okay behaviors. We tend to not notice them until they're not done.

169 "Brandy Allen" (3978936832)
00:25:14.574 --> 00:25:19.674
So, Jamie says being quiet or keeping to yourself. Yeah. Like.

170 "Brandy Allen" (3978936832)
00:25:19.759 --> 00:25:30.719
We, we wouldn't necessarily recognize someone who was being quiet and keeping to themselves, but if they were being noisy and loud, we definitely recognize that. Right?

171 "Brandy Allen" (3978936832)
00:25:30.719 --> 00:25:36.779
Talking to yourself fidgeting pacing that could be a just okay behavior.

172 "Brandy Allen" (3978936832)
00:25:36.779 --> 00:25:45.149
If that's what helps that individual maintain themselves. Yeah. For sure.

173 "Brandy Allen" (3978936832)
00:25:45.149 --> 00:25:59.909
Yeah, so let's move on to the undesirable categories. The 1st, undesirable category is serious behavior. So serious undesirable behavior is behavior that causes real.

174 "Brandy Allen" (3978936832)
00:25:59.909 --> 00:26:08.789
Dangerous situations, it could be things that cause physical harm to oneself.

175 "Brandy Allen" (3978936832)
00:26:08.789 --> 00:26:23.184
Um, to other people to property, it could be illegal. So these are serious behaviors that we, we definitely need to step in and intervene when we see serious behavior.

176 "Brandy Allen" (3978936832)
00:26:23.184 --> 00:26:23.904
Recurring.

177 "Brandy Allen" (3978936832)
00:26:24.569 --> 00:26:27.869
Can you guys give me some examples of serious behavior?

178 "Brandy Allen" (3978936832)
00:26:39.359 --> 00:26:50.009
Yeah, physical aggression for sure.

179 "Brandy Allen" (3978936832)
00:26:50.009 --> 00:27:03.659

Assaulted language yes. So, things like name calling, especially if you feel like that's going to escalate to a harmful situation for anyone involved.

180 "Brandy Allen" (3978936832)
00:27:03.659 --> 00:27:10.529
Yes, all right and then the last category of behavior that we have is junk behavior.

181 "Brandy Allen" (3978936832)
00:27:10.529 --> 00:27:21.509
Jump behavior is that behavior that is undesirable, but it's not dangerous. Um, things like burping and public.

182 "Brandy Allen" (3978936832)
00:27:21.509 --> 00:27:33.149
Interrupting a conversation, it's junk behavior that gets under our skin, but it's not causing any actual harm to anyone or anything.

183 "Brandy Allen" (3978936832)
00:27:33.149 --> 00:27:43.919
Can you guys think of some junk behaviors maybe that you've encountered that things that get under your skin? But they're just annoying they're not really harmful.

184 "Brandy Allen" (3978936832)
00:27:56.069 --> 00:28:03.659
Yeah, Jeff says interrupting for sure. Smacking gum. I hear that 1 a lot or chewing loudly.

185 "Brandy Allen" (3978936832)
00:28:03.659 --> 00:28:08.669
Dropping food, trash on the floor of my crisis.

186 "Brandy Allen" (3978936832)
00:28:08.669 --> 00:28:19.799
Oh, my crisis center. Oh, yeah. Yeah. Just dropping trash on the floor. That's annoying. Right? It doesn't really harm anybody, but it's definitely annoying.

187 "Brandy Allen" (3978936832)
00:28:19.799 --> 00:28:33.809
Yeah, so those are junk behaviors. We have a tool that is we use specifically with junk behavior that we're going to talk about a little later on in today's session.

188 "Brandy Allen" (3978936832)
00:28:35.694 --> 00:28:38.724
And I also want to think about,

189 "Brandy Allen" (3978936832)
00:28:39.174 --> 00:28:52.644

or I want to remind you guys to think about when you're categorizing those behaviors that sometimes whether a behavior is desirable or undesirable depends on the context in which that behavior is occurring.

190 "Brandy Allen" (3978936832)
00:28:53.809 --> 00:28:58.979
I know we had an example of trying on our behavior list, so.

191 "Brandy Allen" (3978936832)
00:28:58.979 --> 00:29:08.999
There might be some times we're crying is appropriate and desirable. Right? Maybe like, if you're just died, or you had a family member who passed away.

192 "Brandy Allen" (3978936832)
00:29:09.444 --> 00:29:21.834
Or, maybe, you know, that's just how you're dealing with something tough is your crying and you're getting your emotions out. But when might be a time when crying is undesirable.

193 "Brandy Allen" (3978936832)
00:29:24.029 --> 00:29:27.749
Can you guys give me an example of that?

194 "Brandy Allen" (3978936832)
00:29:51.419 --> 00:29:55.589
Yeah, winter wants, is that exactly Jeff? For sure.

195 "Brandy Allen" (3978936832)
00:29:56.934 --> 00:30:08.124
Information gathering during an assessment. Yeah. You know, we're trying to get a task done and there's not been really any emotional situation to trigger tiers.

196 "Brandy Allen" (3978936832)
00:30:08.604 --> 00:30:12.504
And so yeah, that might be an undesirable behavior.

197 "Brandy Allen" (3978936832)
00:30:12.809 --> 00:30:16.769
For sure, so we really want to make sure what.

198 "Brandy Allen" (3978936832)
00:30:16.769 --> 00:30:21.089
You know, to look at what's going on around that behavior.

199 "Brandy Allen" (3978936832)
00:30:21.089 --> 00:30:25.769
Before we tried to categorize that as desirable or undesirable.

200 "Brandy Allen" (3978936832)
00:30:25.769 --> 00:30:30.569
Um, and oftentimes it's not just the context of.

201 "Brandy Allen" (3978936832)
00:30:30.569 --> 00:30:40.319
Where that behavior is occurring, or how that behavior occurring, but also it depends on the individual and their functional level.

202 "Brandy Allen" (3978936832)
00:30:40.319 --> 00:30:50.609
So, sometimes, you know, behaviors might be considered appropriate for certain age groups or categories, but not so much for others.

203 "Brandy Allen" (3978936832)
00:30:53.724 --> 00:31:00.954
When we think about significant, desirable behaviors, we need to remember that these are the behaviors that we're trying to increase.

204 "Brandy Allen" (3978936832)
00:31:01.524 --> 00:31:10.434
They're the ones that are going to help people exceed they're necessary for survival are necessary to be successful in.

205 "Brandy Allen" (3978936832)
00:31:10.609 --> 00:31:14.219
For in situations, um.

206 "Brandy Allen" (3978936832)
00:31:14.219 --> 00:31:17.999
So, significant behaviors, um.

207 "Brandy Allen" (3978936832)
00:31:17.999 --> 00:31:27.084
Some examples might be whispering in the movie theater, so that only the person you're with can hear you rather than the whole theater, right?

208 "Brandy Allen" (3978936832)
00:31:27.774 --> 00:31:35.334
It could be when you go to the store, making sure that you pay for things before you use them or before you leave the store.

209 "Brandy Allen" (3978936832)
00:31:35.729 --> 00:31:47.609
We just want to make sure that when we categorize behaviors as significant, they're their behaviors that are really important and that we would like to see repeated in the future.

210 "Brandy Allen" (3978936832)
00:31:52.109 --> 00:31:55.289
Adjust okay behaviors again.

211 "Brandy Allen" (3978936832)
00:31:55.314 --> 00:31:58.494
Are things that are common they're often overlooked.

212 "Brandy Allen" (3978936832)
00:31:58.584 --> 00:32:08.004

We usually take them for granted and the only time we notice them is, when they don't happen again, with positive behavior supports,

213 "Brandy Allen" (3978936832)
00:32:08.184 --> 00:32:15.264
we want to be sure that we are noticing just okay behaviors because they are desirable behaviors. We want.

214 "Brandy Allen" (3978936832)
00:32:15.289 --> 00:32:27.569
Want to see them repeated in the future, but sometimes it takes us noticing that and praising those just okay. Behaviors to continue to see those behaviors occur.

215 "Brandy Allen" (3978936832)
00:32:27.569 --> 00:32:31.139
Um, I mean, the whole.

216 "Brandy Allen" (3978936832)
00:32:31.139 --> 00:32:39.599
Point of positive behaviors. The point supports is that we are pointing out what someone is doing. Well.

217 "Brandy Allen" (3978936832)
00:32:39.599 --> 00:32:43.829
Much more than we are pointing out what they are not doing. Well.

218 "Brandy Allen" (3978936832)
00:32:44.604 --> 00:32:58.734
So just okay behaviors, if you can find even adjust, okay. Behavior to complement someone and praise them on, you can see really big improvements in their behavior. Overall.

219 "Brandy Allen" (3978936832)
00:32:59.034 --> 00:33:02.514
If they tend to hear more positive things, the negative.

220 "Brandy Allen" (3978936832)
00:33:09.269 --> 00:33:17.249
And let's talk about junk behaviors. These are the behaviors that we usually spend most of our time trying to stop.

221 "Brandy Allen" (3978936832)
00:33:17.249 --> 00:33:23.999
They tend to have sent us the most, because they're usually those small things to get under our skin.

222 "Brandy Allen" (3978936832)
00:33:23.999 --> 00:33:36.569
What do you guys think the definition of junk behavior is? We talked about it a little earlier, but give me your definition of junk behavior.

223 "Brandy Allen" (3978936832)
00:33:46.619 --> 00:33:52.709

Mm, hmm.

224 "Brandy Allen" (3978936832)
00:33:52.709 --> 00:34:04.019
Tammy says annoying. Sarah says she's not allowed to answer. Sarah could
probably leave this class is what she's saying.

225 "Brandy Allen" (3978936832)
00:34:04.019 --> 00:34:09.659
Yes, definitely Tammy jump behaviors are annoying.

226 "Brandy Allen" (3978936832)
00:34:09.659 --> 00:34:21.299
Their behaviors that are neither helpful, productive, nor actively
destructive they can be ignored without intervention. Very good
definition. Lucas, thank you.

227 "Brandy Allen" (3978936832)
00:34:21.299 --> 00:34:29.399
All right yeah, exactly. Our, our definition of junk behavior is that
it's behavior that's undesirable.

228 "Brandy Allen" (3978936832)
00:34:29.399 --> 00:34:37.344
It might be really, really annoying, but it's not physically harmful to
self others property and it's not illegal.

229 "Brandy Allen" (3978936832)
00:34:38.034 --> 00:34:48.324
Um, again, when we think about junk behavior we want to think about
whether it's typical behavior for that individual's age group.

230 "Brandy Allen" (3978936832)
00:34:49.584 --> 00:35:02.604
So, like, if you have, like, 8 to 10 year olds, they're probably gonna be
laughing hysterically about burping and farting. Um, they're gonna be
burping and flirting with their friends.

231 "Brandy Allen" (3978936832)
00:35:04.194 --> 00:35:07.974
That's kind of an appropriate behavior for that age range. Right?

232 "Brandy Allen" (3978936832)
00:35:08.659 --> 00:35:18.179
Um, but when we get a little older, and maybe we see teenagers who are
still doing that. Maybe maybe that's the time we might want to. Uh.

233 "Brandy Allen" (3978936832)
00:35:18.179 --> 00:35:24.719
Have a discussion at some point about that behavior and appropriate
social skills, right?

234 "Brandy Allen" (3978936832)
00:35:25.344 --> 00:35:39.354

Another example, might be, you know, toddlers who have tantrums or whine a lot. Those that would definitely be junk behavior. Again.

235 "Brandy Allen" (3978936832)
00:35:39.354 --> 00:35:44.694
If we describe a tantrum, that's a category word. So we would want to break it down.

236 "Brandy Allen" (3978936832)
00:35:44.719 --> 00:35:48.119
Into those specific actions that are happening.

237 "Brandy Allen" (3978936832)
00:35:48.119 --> 00:35:59.034
Um, but you have to think about wining and tantrums as typical toddler behavior, but if you're seeing that continue to the 8 and 10 year old,

238 "Brandy Allen" (3978936832)
00:35:59.274 --> 00:36:03.294
that's likely an issue that we probably need to address at some point.

239 "Brandy Allen" (3978936832)
00:36:08.669 --> 00:36:18.389
What are some common junk behaviors that you all have seen, or jump behaviors that definitely get under your skin?

240 "Brandy Allen" (3978936832)
00:36:18.389 --> 00:36:29.339
Hmm.

241 "Brandy Allen" (3978936832)
00:36:29.339 --> 00:36:34.079
I agree with you. I also laugh at those things.

242 "Brandy Allen" (3978936832)
00:36:34.079 --> 00:36:37.859
Hmm.

243 "Brandy Allen" (3978936832)
00:36:37.859 --> 00:36:43.019
Winding winding was a big 1 for me when my kids were little.

244 "Brandy Allen" (3978936832)
00:36:45.894 --> 00:36:57.654
Other junk behaviors that get on my nerves. My son is a percussionist and so he's forever tapping on things and you can't have a conversation with him that he's not tapping or.

245 "Brandy Allen" (3978936832)
00:36:58.049 --> 00:37:03.029
Food or drumming, or and it drives me crazy.

246 "Brandy Allen" (3978936832)
00:37:03.029 --> 00:37:08.189

It doesn't really hurt anything. I just try to hold my tongue.

247 "Brandy Allen" (3978936832)
00:37:08.189 --> 00:37:17.639
If we were to go back to our behavior list that we made earlier, let's see if we have any junk behaviors on there.

248 "Brandy Allen" (3978936832)
00:37:21.809 --> 00:37:25.049
Um, what are junk behaviors on there?

249 "Brandy Allen" (3978936832)
00:37:25.049 --> 00:37:30.539
Depending on context frying could be a drunk behavior, right?

250 "Brandy Allen" (3978936832)
00:37:30.539 --> 00:37:35.309
Especially if it's involved in that, those tantrums.

251 "Brandy Allen" (3978936832)
00:37:35.309 --> 00:37:39.869
Clapping could be a junk behavior.

252 "Brandy Allen" (3978936832)
00:37:39.869 --> 00:37:43.289
If they're just doing it to be annoying, right?

253 "Brandy Allen" (3978936832)
00:37:46.709 --> 00:37:59.039
Maybe laughing if they're laughing at an inappropriate time, maybe in the classroom, when you're trying to teach, that could be a junk behavior.

254 "Brandy Allen" (3978936832)
00:37:59.039 --> 00:38:07.319
So just yeah, just know that jump behaviors are probably the hardest ones that we have to deal with.

255 "Brandy Allen" (3978936832)
00:38:07.319 --> 00:38:14.760
Because they don't, they aren't really harmful. They're just getting under our skin.

256 "Brandy Allen" (3978936832)
00:38:14.760 --> 00:38:17.850
Here's a few more examples of junk behavior.

257 "Brandy Allen" (3978936832)
00:38:17.850 --> 00:38:24.150
They have cursing threatening, not going to work or not being respectful.

258 "Brandy Allen" (3978936832)
00:38:24.150 --> 00:38:30.930
Slamming doors, screaming name, calling same main things.

259 "Brandy Allen" (3978936832)
00:38:30.930 --> 00:38:37.980
Um, I do want to talk about this list and how they have not going to work.

260 "Brandy Allen" (3978936832)
00:38:37.980 --> 00:38:44.250
And not being respectful when we use the word, not.

261 "Brandy Allen" (3978936832)
00:38:44.250 --> 00:38:57.570
In front of a behavior, it actually makes that become a big old category. So it becomes 1 of those category words that we need to break down a little further.

262 "Brandy Allen" (3978936832)
00:38:57.570 --> 00:39:01.470
Um, so if I said I was not going to work.

263 "Brandy Allen" (3978936832)
00:39:01.470 --> 00:39:04.980
Well, that doesn't tell me what I can doing right?

264 "Brandy Allen" (3978936832)
00:39:04.980 --> 00:39:08.910
Um, what could I be doing instead of going to work.

265 "Brandy Allen" (3978936832)
00:39:08.910 --> 00:39:12.150
Because remember behavior is.

266 "Brandy Allen" (3978936832)
00:39:12.150 --> 00:39:18.600
Anything that we can see or account yes, you can see me not going to work.

267 "Brandy Allen" (3978936832)
00:39:18.600 --> 00:39:21.900
You can count how many times I didn't go to work.

268 "Brandy Allen" (3978936832)
00:39:21.900 --> 00:39:26.130
But can you describe what I was doing? Instead of working.

269 "Brandy Allen" (3978936832)
00:39:35.640 --> 00:39:41.610
Hello.

270 "Brandy Allen" (3978936832)
00:39:41.610 --> 00:39:49.410
Instead of working, I can be doing all kinds of things. Right? I could be laying on my couch watching Netflix.

271 "Brandy Allen" (3978936832)

00:39:49.410 --> 00:40:00.960
I could be working in my garden outside I could be at the doctor's
office. There's an infinite number of things that I could be doing
instead of working. Right?

272 "Brandy Allen" (3978936832)
00:40:00.960 --> 00:40:05.100
So, when we talk about behaviors, we want to make sure.

273 "Brandy Allen" (3978936832)
00:40:05.100 --> 00:40:14.220
That people understand what is actually happening, and that people are
able to respond to that behavior.

274 "Brandy Allen" (3978936832)
00:40:14.220 --> 00:40:23.580
In a way to change it. So, like, do you know to count that behavior and
teach maybe a replacement behavior?

275 "Brandy Allen" (3978936832)
00:40:23.580 --> 00:40:35.880
Or, to praise what's going on, we need to make sure that we're using
those specific action descriptions. And when we use the word not before
in action.

276 "Brandy Allen" (3978936832)
00:40:35.880 --> 00:40:43.290
It really could mean any other type of action is going on besides the 1
that we described. Right?

277 "Brandy Allen" (3978936832)
00:40:43.290 --> 00:40:48.690
Using not in front of a behavior, makes that a category.

278 "Brandy Allen" (3978936832)
00:40:58.860 --> 00:41:08.910
So, that's especially important to remember again. If you do
documentation that we should be documenting what is happening instead of
what is not happening.

279 "Brandy Allen" (3978936832)
00:41:08.910 --> 00:41:14.970
So, let's talk a little bit about why people have junk behavior. Um.

280 "Brandy Allen" (3978936832)
00:41:14.970 --> 00:41:20.160
In the chat box, tell me why would someone curse at another person.

281 "Brandy Allen" (3978936832)
00:41:30.360 --> 00:41:34.800
Because they didn't clean the cat box.

282 "Brandy Allen" (3978936832)
00:41:34.800 --> 00:41:43.830

That could be a good 1. yeah. Frustration. Yeah, they're frustrated.
They're angry.

283 "Brandy Allen" (3978936832)
00:41:43.830 --> 00:41:48.330
Yeah, those are all good reasons to curse that someone else right?

284 "Brandy Allen" (3978936832)
00:41:48.330 --> 00:41:58.290
It's really important when we're dealing with junk behavior that we drill
down into the why that behavior is occurring.

285 "Brandy Allen" (3978936832)
00:41:58.290 --> 00:42:10.320
We want to we want to make sure that we understand the why so that we can
intervene in the appropriate way.

286 "Brandy Allen" (3978936832)
00:42:10.320 --> 00:42:22.890
Um, as I said earlier, we do have a tool that we use specifically to
address junk behavior. We're going to get to it and practice it a little
bit later in today's session.

287 "Brandy Allen" (3978936832)
00:42:22.890 --> 00:42:34.980
But just wait, we're going to get there and we've talked a little bit. I
know on our list, we have the behaviors ignore.

288 "Brandy Allen" (3978936832)
00:42:34.980 --> 00:42:38.880
And avoid listed as behaviors.

289 "Brandy Allen" (3978936832)
00:42:38.880 --> 00:42:47.370
And I just want to point out that we definitely want to make sure that
we're not ignoring junk behavior.

290 "Brandy Allen" (3978936832)
00:42:47.370 --> 00:42:54.480
Because we have a tool that's much more effective than ignoring the
behavior. It's called pivot.

291 "Brandy Allen" (3978936832)
00:42:54.480 --> 00:42:58.560
We think it should be used all the time with junk behavior.

292 "Brandy Allen" (3978936832)
00:42:58.560 --> 00:43:10.380
Because jumped behavior happens all the time, right? It's annoying. And
it needs to be addressed in an effective way. And pivot is the way that
we typically address that.

293 "Brandy Allen" (3978936832)
00:43:10.380 --> 00:43:13.800

You also need to think about.

294 "Brandy Allen" (3978936832)
00:43:13.800 --> 00:43:27.270
Behavior analysts have a way that they look at behavior and how to
address it. They look at the antecedent.

295 "Brandy Allen" (3978936832)
00:43:27.565 --> 00:43:31.855
Or the, like, what happened before the behavior,

296 "Brandy Allen" (3978936832)
00:43:31.915 --> 00:43:45.025
some kind of that context around the behavior and then they look at the
actual behavior and then they look at the consequence of the behavior
what happened afterwards. So.

297 "Brandy Allen" (3978936832)
00:43:45.360 --> 00:43:55.285
When we're looking at behaviors in that, a BC manner, we're really trying
to get at the heart of why that behavior occurred. Right?

298 "Brandy Allen" (3978936832)
00:43:56.155 --> 00:44:04.735
Why would someone complain about Neal they were served or the group they
were put in or the friends that they're with.

299 "Brandy Allen" (3978936832)
00:44:05.360 --> 00:44:15.720
Maybe it's for attention maybe it's for escape. Maybe it's some sort of
control over their situation. We always want to drill down and think
about the why.

300 "Brandy Allen" (3978936832)
00:44:15.720 --> 00:44:25.800
Junk behavior, so this is just a little reiteration that.

301 "Brandy Allen" (3978936832)
00:44:25.800 --> 00:44:37.020
Undesirable behavior is not a junk behavior when it causes, or could
cause physical damage to self other's property or it's illegal. Um.

302 "Brandy Allen" (3978936832)
00:44:37.225 --> 00:44:51.445
At that time, we would always need to intervene to be sure that everyone
is safe. We don't react to serious behavior by using a pivot tool. We
don't ignore serious behavior.

303 "Brandy Allen" (3978936832)
00:44:51.685 --> 00:44:55.675
We need to step in and intervene that safety.

304 "Brandy Allen" (3978936832)
00:44:56.040 --> 00:45:01.530

The individual and the safety of others around them is always our 1st concern.

305 "Brandy Allen" (3978936832)
00:45:01.530 --> 00:45:05.910
And so we need to step in and take action.

306 "Brandy Allen" (3978936832)
00:45:05.910 --> 00:45:09.030
We have a couple of resource slides for you.

307 "Brandy Allen" (3978936832)
00:45:09.030 --> 00:45:23.605
If you have some behavior situations that have escalated to serious behavior, the 1st, 1 is a QR code that will give you some more information about safety crisis planning. Um.

308 "Brandy Allen" (3978936832)
00:45:24.030 --> 00:45:36.360
How to learn about those crisis cycles and plan interventions and how you're going to address if you have those escalated situations.

309 "Brandy Allen" (3978936832)
00:45:36.360 --> 00:45:40.020
And then the 2nd resource we have for, you.

310 "Brandy Allen" (3978936832)
00:45:40.020 --> 00:45:53.575
Is that 988 website and QR code here if you scan the QR code, it's gonna take you to the 908 website where you can get more information. This is the number that you can call in Missouri.

311 "Brandy Allen" (3978936832)
00:45:53.575 --> 00:45:59.485
If you have serious behavior that is happening. They can give you. happening they can give you

312 "Brandy Allen" (3978936832)
00:46:00.020 --> 00:46:10.290
This is for intervention maybe some prices assessments. It's also for, like, if you have someone who may be suicidal.

313 "Brandy Allen" (3978936832)
00:46:10.290 --> 00:46:21.595
They can give you resources and next steps. Okay.

314 "Brandy Allen" (3978936832)
00:46:21.625 --> 00:46:30.205
So Here's just a few more examples of some of those categories of behavior that we've talked about. Remember those desirable behaviors are.

315 "Brandy Allen" (3978936832)
00:46:30.290 --> 00:46:36.660

The ones that we want to see more of that we need to be modeling and teaching and encouraging.

316 "Brandy Allen" (3978936832)
00:46:36.660 --> 00:46:48.180
Those significant behaviors are the ones that we really want to teach and encourage, because they're going to help that person live a happier healthier life, more independent life.

317 "Brandy Allen" (3978936832)
00:46:48.180 --> 00:47:00.330
Um, and the more that we can encourage these desirable behaviors, the less likely, we are to see some of the behaviors on the undesirable side.

318 "Brandy Allen" (3978936832)
00:47:00.330 --> 00:47:03.900
Again, those just okay, behaviors are those ones that are.

319 "Brandy Allen" (3978936832)
00:47:03.900 --> 00:47:11.310
Their behaviors we've often come to expect, we don't often point them out. We take them for granted.

320 "Brandy Allen" (3978936832)
00:47:11.310 --> 00:47:25.950
And as long as we continue to take them for granted, we may start to see the repetition of those behaviors decline because they're not getting any positive reinforcement for that positive behavior.

321 "Brandy Allen" (3978936832)
00:47:31.290 --> 00:47:39.570
All right, I think we've hit the serious in the junk behavior pretty well. Those are just a few more examples there.

322 "Brandy Allen" (3978936832)
00:47:39.570 --> 00:47:45.210
So, let's go ahead and move on to our fundamental facts.

323 "Brandy Allen" (3978936832)
00:47:45.210 --> 00:47:50.940
Fundamental facts, help us understand behavior. There's several here that we're going to go through.

324 "Brandy Allen" (3978936832)
00:47:50.940 --> 00:47:58.680
The 1st 1, is that the behavior is always right given the person's environments in history.

325 "Brandy Allen" (3978936832)
00:48:00.295 --> 00:48:13.825
This typically means that we're always going to be the same way that we've always behaved, just given our own personal experiences and given the situations that were put in.

326 "Brandy Allen" (3978936832)
00:48:14.185 --> 00:48:18.595
I can tell you that I tend to drive the same routes to work every day.

327 "Brandy Allen" (3978936832)
00:48:19.095 --> 00:48:30.015
Um, just because it's what's familiar when I was in college, I tended to
sit in the same seat in class every day, just because it was, you know,
that's your seat. That's your spot.

328 "Brandy Allen" (3978936832)
00:48:30.015 --> 00:48:34.185
It's your comfort zone and it feels to get out of your comfort zone.

329 "Brandy Allen" (3978936832)
00:48:35.545 --> 00:48:47.725
It's the same way with everyone in their behavior they do what they do
because of their history, their experiences. It's what they've learned to
do.

330 "Brandy Allen" (3978936832)
00:48:48.265 --> 00:48:51.025
It's what feels comfortable to them, right?

331 "Brandy Allen" (3978936832)
00:48:51.720 --> 00:49:03.750
Uh, but it is important to know that we can change behaviors with the
right consequences and the right changes to a situation.

332 "Brandy Allen" (3978936832)
00:49:03.750 --> 00:49:07.260
And a lot of that means that.

333 "Brandy Allen" (3978936832)
00:49:07.260 --> 00:49:10.680
We are pointing out what they are doing. Well.

334 "Brandy Allen" (3978936832)
00:49:10.680 --> 00:49:18.450
And hopefully reinforcing that, and we're giving less attention to the
things that are not being done. Well.

335 "Brandy Allen" (3978936832)
00:49:18.450 --> 00:49:24.570
We want to recognize that behavior can always be changed.

336 "Brandy Allen" (3978936832)
00:49:24.570 --> 00:49:28.140
And it really depends on how we.

337 "Brandy Allen" (3978936832)
00:49:28.140 --> 00:49:31.290
Decide to respond to that behavior.

338 "Brandy Allen" (3978936832)
00:49:31.290 --> 00:49:42.360
If we can respond in those more positive ways, we're likely to see that
behavior change in the desirable way that we're hoping.

339 "Brandy Allen" (3978936832)
00:49:43.915 --> 00:49:54.025
But just, it's very important to remember that that everyone can change
just because someone has always acted the same way in that situation.

340 "Brandy Allen" (3978936832)
00:49:54.295 --> 00:49:59.875
It doesn't mean that we can't intervene and change their behavior over
time.

341 "Brandy Allen" (3978936832)
00:50:05.760 --> 00:50:16.830
All right, the 2nd, fundamental fact consequences can strengthen, or
weekend of behavior and remember our consequences. Anything that happens
after a behavior.

342 "Brandy Allen" (3978936832)
00:50:16.830 --> 00:50:20.190
The only way that we know we're successful.

343 "Brandy Allen" (3978936832)
00:50:20.190 --> 00:50:25.710
And consequences is by what happens to that behavior in the future um.

344 "Brandy Allen" (3978936832)
00:50:25.975 --> 00:50:40.345
Consequences are always occurring because of our actions. Right we always
have those naturally occurring consequences. Sometimes we have those
socially mediated consequences where we give a consequence of punishment
to someone.

345 "Brandy Allen" (3978936832)
00:50:40.950 --> 00:50:46.470
Consequences can be positive or negative.

346 "Brandy Allen" (3978936832)
00:50:46.470 --> 00:50:54.090
And that really depends on what happens to the behavior in the future.
Right? Um.

347 "Brandy Allen" (3978936832)
00:50:54.090 --> 00:50:57.390
If we see that behavior lesson in the future.

348 "Brandy Allen" (3978936832)
00:50:57.390 --> 00:51:10.080
Then that consequence probably worked if we see that behavior continue to
occur or increase, then whatever the consequence was for that behavior
probably just reinforced it.

349 "Brandy Allen" (3978936832)
00:51:13.590 --> 00:51:16.680
When we give a consequence.

350 "Brandy Allen" (3978936832)
00:51:17.545 --> 00:51:31.525
Like it says on this slide, we can't know whether that consequence was
effective or not until we see what happens to that behavior in the
future. Did it continue to repeat in the future or did it decrease?

351 "Brandy Allen" (3978936832)
00:51:31.525 --> 00:51:34.735
Depending on which side we were wanting to go.

352 "Brandy Allen" (3978936832)
00:51:39.660 --> 00:51:46.230
And then, your 3rd fundamental fact is that it takes time for changes in
the environment to change behavior.

353 "Brandy Allen" (3978936832)
00:51:46.230 --> 00:51:51.390
People often want and expect instant change.

354 "Brandy Allen" (3978936832)
00:51:51.390 --> 00:52:01.375
In behaviors, they think that, you know, the 1 time of you reacting this
way, or using this tool with an individual, it's going to change their
behavior. Immediately.

355 "Brandy Allen" (3978936832)
00:52:01.975 --> 00:52:11.305
It doesn't really work like that behavior takes time to learn and develop
and it takes time to change. And so we.

356 "Brandy Allen" (3978936832)
00:52:11.390 --> 00:52:21.600
Have to be patient and consistent in using the same strategies over and
over for that person to hopefully see it take effect.

357 "Brandy Allen" (3978936832)
00:52:21.600 --> 00:52:31.740
We want to make sure that we are taking data or using that definition of
behavior that anything you can see your accounts.

358 "Brandy Allen" (3978936832)
00:52:32.305 --> 00:52:44.785
To know, if what we're doing is working, are we seeing that behavior
decrease? Are we seeing that behavior increase? And that can help, you
know, whether what you are doing is working or not.

359 "Brandy Allen" (3978936832)
00:52:44.815 --> 00:52:51.475

And if it's not working the way you want it to give it a couple of weeks, if you're not seeing a positive change.

360 "Brandy Allen" (3978936832)
00:52:51.740 --> 00:52:58.590
Then tweak your plan, you know, maybe you need to go back to the drawing board and start again.

361 "Brandy Allen" (3978936832)
00:52:58.590 --> 00:53:09.600
But it definitely takes time to change behavior and in the end, we're wanting to see progress, not perfection. So, just remember that.

362 "Brandy Allen" (3978936832)
00:53:09.600 --> 00:53:17.220
If you can continue to monitor those behaviors the seat and count the behaviors and what's happening to those.

363 "Brandy Allen" (3978936832)
00:53:17.220 --> 00:53:22.770
That's going to help, you know, if you're effective.

364 "Brandy Allen" (3978936832)
00:53:23.455 --> 00:53:33.925
Number 4, fundamental fact, past behavior is the best predictor of future behavior. We kind of just talked about this. We are features of habit.

365 "Brandy Allen" (3978936832)
00:53:34.135 --> 00:53:40.045
We tend to act the same way in the same situations in the same environments over and over.

366 "Brandy Allen" (3978936832)
00:53:40.380 --> 00:53:45.540
Um, and the reason for that behavior is because of our past experiences.

367 "Brandy Allen" (3978936832)
00:53:45.540 --> 00:53:49.860
So, if we are trying to change behavior.

368 "Brandy Allen" (3978936832)
00:53:49.860 --> 00:53:54.300
We want to anticipate what that behavior might be.

369 "Brandy Allen" (3978936832)
00:53:54.300 --> 00:54:08.850
And as we're trying to change that behavior, what problems might we encounter in trying to change that behavior? And hopefully, we can try to prevent them by anticipating those issues. We might see.

370 "Brandy Allen" (3978936832)
00:54:15.150 --> 00:54:20.580
All right fundamental fact, number 5, this is where, um.

371 "Brandy Allen" (3978936832)
00:54:20.580 --> 00:54:27.030
We have the idea that using negative or coerced punishments.

372 "Brandy Allen" (3978936832)
00:54:27.030 --> 00:54:32.880
Can be effective and this is just a societal thing. Um.

373 "Brandy Allen" (3978936832)
00:54:32.880 --> 00:54:46.170
Actually, giving negative coercive punishments, typically results in many
problems, including more undesirable behaviors. And so we want to try to
avoid using those negative coercive.

374 "Brandy Allen" (3978936832)
00:54:46.170 --> 00:54:56.610
Punishment type consequences as much as we can we're going to be talking
about this 1 a little bit more on some further slides that we have coming
up.

375 "Brandy Allen" (3978936832)
00:55:00.240 --> 00:55:14.880
And then fundamental back number 6, in the long run behavior responds
better to positive consequences. This all comes down to some of that
behavioral science that we talked about in the very beginning.

376 "Brandy Allen" (3978936832)
00:55:14.880 --> 00:55:19.110
They, you know, all those studies that have been done so the.

377 "Brandy Allen" (3978936832)
00:55:19.110 --> 00:55:31.170
Using these positive consequences, recognizing those desirable behaviors
can be much more effective at changing behavior than using those negative
or punishment.

378 "Brandy Allen" (3978936832)
00:55:31.170 --> 00:55:34.230
Consequences.

379 "Brandy Allen" (3978936832)
00:55:34.230 --> 00:55:45.540
We're going to be talking about conversion in just a couple of minutes
and the effects of coercion, but I just want to pose this to you all.

380 "Brandy Allen" (3978936832)
00:55:45.540 --> 00:55:55.770
Um, in the chat box, have you guys ever had, um, have you ever had a
boss? Of course, not your current boss to.

381 "Brandy Allen" (3978936832)
00:55:55.770 --> 00:56:09.865
Um, was kind of negative like, they, they tended to call you out a lot.
They were very demanding and negative. They pointed out what you did

wrong a whole lot more than they pointed out what you did right? Um, motivated.

382 "Brandy Allen" (3978936832)
00:56:09.865 --> 00:56:12.055
Were you to work for that boss?

383 "Brandy Allen" (3978936832)
00:56:13.650 --> 00:56:22.350
And hopefully you have a comparison of a more positive boss who is a lot more encouraging. Um.

384 "Brandy Allen" (3978936832)
00:56:22.350 --> 00:56:35.430
To recognize the things that you did well, and encouraged you and think about the difference of your motivation and your job between those 2 different types of bosses.

385 "Brandy Allen" (3978936832)
00:56:45.360 --> 00:56:48.420
Just catching up on the chat box here.

386 "Brandy Allen" (3978936832)
00:56:51.930 --> 00:56:55.920
Is she pleased with this Robert says he found.

387 "Brandy Allen" (3978936832)
00:56:55.920 --> 00:57:02.880
Those bosses very traumatizing. Yeah, I agree. I've had some pretty negative bosses and.

388 "Brandy Allen" (3978936832)
00:57:02.880 --> 00:57:13.950
I mean, it's true what they say that people leave poor management rather than than a bad job. You know what I mean a lot of times it does come down to the.

389 "Brandy Allen" (3978936832)
00:57:13.950 --> 00:57:25.470
That manager, um, and and that positive recognition of what you do. Well, right um, it makes us want to try harder if our.

390 "Brandy Allen" (3978936832)
00:57:25.470 --> 00:57:28.710
Efforts are being recognized in a positive way.

391 "Brandy Allen" (3978936832)
00:57:33.360 --> 00:57:37.200
All right, so we're going to move on here.

392 "Brandy Allen" (3978936832)
00:57:37.200 --> 00:57:48.450

And be talking about these universal positive approaches that set the foundation for all of our interventions. And when we talk about universal supports.

393 "Brandy Allen" (3978936832)
00:57:48.450 --> 00:57:54.505
Uh, we want to remember that it's not about trying to fix people fix their behaviors.

394 "Brandy Allen" (3978936832)
00:57:55.075 --> 00:58:03.925
It's really about increasing the quality of life for other people as well as for yourself when we use that more positive approach.

395 "Brandy Allen" (3978936832)
00:58:09.060 --> 00:58:19.645
So, to effectively change behaviors, we always need to teach, find and pay more attention to the desirable behaviors.

396 "Brandy Allen" (3978936832)
00:58:20.365 --> 00:58:25.404
We want to make sure that our attention is focused much more.

397 "Brandy Allen" (3978936832)
00:58:25.795 --> 00:58:40.645
On the things that are being done well, rather than the things that are not so great, the things that we would like to be changed those undesirable behaviors, we want to be focused on the things that are being done right?

398 "Brandy Allen" (3978936832)
00:58:44.400 --> 00:58:50.910
So, let's talk a little bit about those target behaviors. What is the target behavior?

399 "Brandy Allen" (3978936832)
00:58:50.910 --> 00:58:55.260
Obviously, it would be a behavior that you want to teach.

400 "Brandy Allen" (3978936832)
00:58:55.260 --> 00:59:00.240
Increase or replace, and when we talk about.

401 "Brandy Allen" (3978936832)
00:59:00.240 --> 00:59:07.165
A target behavior, a lot of times we want to teach undesirable alternative behavior.

402 "Brandy Allen" (3978936832)
00:59:07.375 --> 00:59:20.155
So what should someone do instead of the undesirable behavior or maybe we want to strengthen and increase those desirable behaviors we want to point out.

403 "Brandy Allen" (3978936832)
00:59:20.240 --> 00:59:28.500
What people are doing well, and that increases the likelihood that
they're gonna continue to do that in the future.

404 "Brandy Allen" (3978936832)
00:59:28.500 --> 00:59:42.175
When we talk about target behaviors, we could also talk about how to
weekend and decrease undesirable behaviors by focusing on that
replacement behavior that alternative behavior,

405 "Brandy Allen" (3978936832)
00:59:42.805 --> 00:59:48.475
putting all of our focus on praising that individual when they do a
desirable alternative.

406 "Brandy Allen" (3978936832)
00:59:48.500 --> 00:59:56.700
Behavior we usually tend to focus all of our attention on this last 1.

407 "Brandy Allen" (3978936832)
00:59:56.700 --> 01:00:03.810
Where we, we want to stamp out of behavior, rather than change it.

408 "Brandy Allen" (3978936832)
01:00:03.810 --> 01:00:18.750
And so it's really important to think about what you want that individual
to replace their undesirable behavior with because that's going to be
your focus and that's what's going to be effective.

409 "Brandy Allen" (3978936832)
01:00:18.750 --> 01:00:22.590
And getting those undesirable behaviors to reduce.

410 "Brandy Allen" (3978936832)
01:00:27.660 --> 01:00:31.140
When we talk about motivating desirable behaviors.

411 "Brandy Allen" (3978936832)
01:00:31.140 --> 01:00:43.075
Again, with positive behavior supports, we're going to put more emphasis
and attention on those behaviors. Um, we're going to minimize our
positive attention on undesirable behaviors.

412 "Brandy Allen" (3978936832)
01:00:43.435 --> 01:00:51.115
Um, and this is where a lot of people don't buy into positive behavior
supports because when we don't react.

413 "Brandy Allen" (3978936832)
01:00:51.140 --> 01:00:58.320
Act, and we don't give attention to undesirable behaviors. A lot of
people think that we are letting.

414 "Brandy Allen" (3978936832)
01:00:58.320 --> 01:01:08.940
Individuals get away with those undesirable behaviors. They think that
there needs to be some type of punishment in order for that person to
learn.

415 "Brandy Allen" (3978936832)
01:01:09.745 --> 01:01:17.125
But what we're actually doing is we're putting more focus on those
desirable and healthy behaviors.

416 "Brandy Allen" (3978936832)
01:01:17.335 --> 01:01:24.775
We're giving our positive attention and our positive words, and reactions
to the desirable and healthy behaviors.

417 "Brandy Allen" (3978936832)
01:01:26.100 --> 01:01:35.100
And that is that whole basis of positive behavior support that we are
focused on the positive things that are being done.

418 "Brandy Allen" (3978936832)
01:01:35.100 --> 01:01:41.016
And we are giving less positive attention to the.

419 "Brandy Allen" (3978936832)
01:01:41.000 --> 01:01:53.029
Desirable behaviors that we see that's going to help us teach individuals
what the desirable and healthy behaviors are.

420 "Brandy Allen" (3978936832)
01:01:53.684 --> 01:02:02.144
And that's going to let us see improvements in their behavior, because
they're going to want to repeat the things that we're pointing out that
they're doing.

421 "Brandy Allen" (3978936832)
01:02:02.144 --> 01:02:11.654
Well, right we all like to be praised that's going to increase the
likelihood that we continue to have that type of behavior so yeah,
definitely.

422 "Brandy Allen" (3978936832)
01:02:15.800 --> 01:02:24.500
Right. Let's see here. I'm going to go ahead and jump ahead. We're about
halfway through our training.

423 "Brandy Allen" (3978936832)
01:02:24.500 --> 01:02:36.560
There is a lot of material in these sessions, so we're going to keep
right on trucking along. If you need to take a break feel free to go
ahead and step away and come back.

424 "Brandy Allen" (3978936832)

01:02:36.560 --> 01:02:40.370
But we're going to keep going along here.

425 "Brandy Allen" (3978936832)
01:02:41.625 --> 01:02:48.675
All right, so, like, I just said, we do not want to focus on those
undesirable or inappropriate behaviors.

426 "Brandy Allen" (3978936832)
01:02:49.065 --> 01:02:58.875
Instead our focus needs to be on the desirable healthy behavior that we
do want someone to continue, or continue to repeat in the future.

427 "Brandy Allen" (3978936832)
01:02:59.210 --> 01:03:13.730
Just a few reminders changing anyone's behavior is going to require a
change in your focus when you interact with them. Remember I said at the
beginning that.

428 "Brandy Allen" (3978936832)
01:03:13.730 --> 01:03:26.870
Reacting in that positive way, requires a strong mindfulness on your
part. We are also used to reacting to what's undesirable. Um, that.

429 "Brandy Allen" (3978936832)
01:03:26.870 --> 01:03:39.470
Teaching ourselves, not to react to what's undesirable and instead
focusing on what is being done. Well, is truly a mindset change and it
really takes a lot of mindfulness.

430 "Brandy Allen" (3978936832)
01:03:39.470 --> 01:03:44.210
Remember that behavior change happens slowly and.

431 "Brandy Allen" (3978936832)
01:03:44.210 --> 01:03:49.880
Even despite your best effort, you may not see the behavior change that
you're looking for.

432 "Brandy Allen" (3978936832)
01:03:49.880 --> 01:03:57.380
Um, you know, people are features of habit and we may not always be able
to change a behavior.

433 "Brandy Allen" (3978936832)
01:03:57.380 --> 01:04:07.250
We are looking for that improvement that progress not perfection and we
have to remember to continue to be patient.

434 "Brandy Allen" (3978936832)
01:04:07.250 --> 01:04:15.320
And again, tweak your plans if you don't see your plans being effective,
tweak your plan and try something else.

435 "Brandy Allen" (3978936832)
01:04:18.710 --> 01:04:26.060
All right, we have reached the CO version section, so we're going to talk
a little bit about coercion.

436 "Brandy Allen" (3978936832)
01:04:26.060 --> 01:04:30.620
And how it affects people when we use it.

437 "Brandy Allen" (3978936832)
01:04:30.620 --> 01:04:44.150
So, conversion is typically a way that we punish someone else and we're
going to go through and talk about all the 10 conversions here in just a
minute. But I just want to focus on the fact that.

438 "Brandy Allen" (3978936832)
01:04:44.150 --> 01:04:48.230
In our society, we do have a habit of punishment.

439 "Brandy Allen" (3978936832)
01:04:48.230 --> 01:04:55.005
We are very coercive, we're all coercive, whether we want to admit it or
not.

440 "Brandy Allen" (3978936832)
01:04:56.384 --> 01:05:04.965
And there are certain times that we may be more prone to be coercive and
respond in a coercive way than others. Um.

441 "Brandy Allen" (3978936832)
01:05:05.300 --> 01:05:14.990
But when we use Co version, we're typically doing it to make someone else
feel bad. Um.

442 "Brandy Allen" (3978936832)
01:05:15.315 --> 01:05:29.085
And a lot of the ways that we use coercion are not even mindful ways. A
lot of times we're trying to teach someone something or respond in what
we feel like is a helpful way.

443 "Brandy Allen" (3978936832)
01:05:30.165 --> 01:05:33.885
But it, it just ends up being a worsening for the other person.

444 "Brandy Allen" (3978936832)
01:05:36.105 --> 01:05:49.155
But if you think about our society and all of the ways that we're
coercive in the chat box, can you guys give me some examples I'll give
you 1 let's say you get stuffs for speeding.

445 "Brandy Allen" (3978936832)
01:05:49.610 --> 01:06:01.575

Um, I can tell you that a policeman never stopped me and let me know that I was doing a great job driving because I was driving the speed limit. They stopped me because I was exceeding the speed limit.

446 "Brandy Allen" (3978936832)
01:06:02.085 --> 01:06:09.345
So, can you think of some other ways in our society, just that we have that tendency to.

447 "Brandy Allen" (3978936832)
01:06:09.610 --> 01:06:14.839
To punish others to have those negative punishment.

448 "Brandy Allen" (3978936832)
01:06:20.689 --> 01:06:24.049
I know that's a good 1. Wesley. Yeah.

449 "Brandy Allen" (3978936832)
01:06:24.049 --> 01:06:33.859
I know we use that for little kids, right? We take them away from doing what they were enjoying and having fun with and we make them sit in 1 spot.

450 "Brandy Allen" (3978936832)
01:06:33.859 --> 01:06:44.659
And they don't get to do anything fun. Jeff says detention or sending kids home from school yeah, that's a negative punishment, right?

451 "Brandy Allen" (3978936832)
01:06:44.659 --> 01:06:56.059
And that wouldn't really gets me, because typically those are done because kids aren't doing what we expect them to do in school. So then we just remove them from the environment. Like, what did that teach them?

452 "Brandy Allen" (3978936832)
01:06:59.174 --> 01:07:13.934
Taking technology aware grounding them. Yeah, that's another form of take away 1 of the conversions. We use that negative socially mediated like us having control of taking this away from, you.

453 "Brandy Allen" (3978936832)
01:07:15.529 --> 01:07:18.889
Yeah, those are great examples. Um.

454 "Brandy Allen" (3978936832)
01:07:19.844 --> 01:07:32.984
So this 1 lists, the actual 1 of the conversions is force, and it can be verbal or physical. It basically creates a worsening and it's to control or stop behavior.

455 "Brandy Allen" (3978936832)
01:07:33.014 --> 01:07:38.684
So, examples of force could be time out if we had to.

456 "Brandy Allen" (3978936832)
01:07:38.889 --> 01:07:49.189
Physically lead our child to time out, or we told them to go into time out because we were forcing them to do something against their will. Right?

457 "Brandy Allen" (3978936832)
01:07:49.189 --> 01:08:00.589
Verbal coercion can be a form of a put down again. It's that controlled factor. It puts me above the other person, because I'm telling you what to do.

458 "Brandy Allen" (3978936832)
01:08:00.589 --> 01:08:05.779
Right. Or I'm physically making you do something against your will.

459 "Brandy Allen" (3978936832)
01:08:05.779 --> 01:08:19.849
A lot of times those reactions that we have our habitual, they're not really planned responses. It's not that mindfulness kicking in. It's just us reacting and saying, oh, go do this.

460 "Brandy Allen" (3978936832)
01:08:19.849 --> 01:08:22.999
Right.

461 "Brandy Allen" (3978936832)
01:08:22.999 --> 01:08:27.439
So, a lot of times when we use these conversions that we're going to talk about.

462 "Brandy Allen" (3978936832)
01:08:27.439 --> 01:08:34.639
We're punishing that person and it's, we're sending our relationship with them. Um.

463 "Brandy Allen" (3978936832)
01:08:34.639 --> 01:08:44.899
And when we use that negative form of punishment or coercion, we're not teaching those individuals, the behaviors that we want to see, we're not.

464 "Brandy Allen" (3978936832)
01:08:44.899 --> 01:08:53.629
Giving them the replacement behavior, right? We're trying to stamp out what we don't like and we're not showing them what to do.

465 "Brandy Allen" (3978936832)
01:08:53.629 --> 01:08:59.269
And so that's 1 of the effects of coercion is that.

466 "Brandy Allen" (3978936832)
01:08:59.269 --> 01:09:04.489
When we use coercion, we're teaching that right? We're teaching.

467 "Brandy Allen" (3978936832)
01:09:04.489 --> 01:09:12.979
The people that we're using it on to also use coercion, because we didn't
tell them what to do instead of the undesirable behavior.

468 "Brandy Allen" (3978936832)
01:09:12.979 --> 01:09:19.009
We see that a lot, like, in some of those societal systems that we have.

469 "Brandy Allen" (3978936832)
01:09:19.009 --> 01:09:32.084
You know, let's talk about the prisons are the juvenile centers that have
as much as 70% of individuals with recidivism people who end up back in
the system back in jail back in the juvenile justice system.

470 "Brandy Allen" (3978936832)
01:09:32.084 --> 01:09:38.984
So that coerced punishing consequence. Didn't teach them. What. what

471 "Brandy Allen" (3978936832)
01:09:39.009 --> 01:09:42.679
We wanted them to learn it didn't change their behavior.

472 "Brandy Allen" (3978936832)
01:09:42.679 --> 01:09:54.919
When we see school wide systems, using positive behavior supports, we are
seeing much better outcomes for them. They're having reduced office
referrals.

473 "Brandy Allen" (3978936832)
01:09:54.919 --> 01:10:09.259
Fewer suspensions, higher graduation rates, better, academic performance
and more time is spent in the classroom teaching versus having to react
to undesirable behaviors.

474 "Brandy Allen" (3978936832)
01:10:16.969 --> 01:10:23.059
So, when we use positive behavior support, we're also fostering a
discipline.

475 "Brandy Allen" (3978936832)
01:10:23.059 --> 01:10:29.809
Discipline the way that we typically think of the definition of that is
that.

476 "Brandy Allen" (3978936832)
01:10:29.809 --> 01:10:40.459
It means a strict punishment or a negative consequence that we have doled
out. But what discipline actually means is.

477 "Brandy Allen" (3978936832)
01:10:40.459 --> 01:10:54.919

Following a teacher, so, like, if we think about math, science and English, those are all disciplines disciplines are something that is taught if we're using punishment as our discipline.

478 "Brandy Allen" (3978936832)
01:10:54.919 --> 01:10:59.299
What are we teaching modeling and motivating others to do?

479 "Brandy Allen" (3978936832)
01:10:59.299 --> 01:11:07.909
We're teaching them to be coercive right? We're modeling that punishment. We're motivating that coercion.

480 "Brandy Allen" (3978936832)
01:11:07.909 --> 01:11:11.689
Um, we're not telling them what they should be doing.

481 "Brandy Allen" (3978936832)
01:11:11.689 --> 01:11:25.819
So, just to reiterate when we use coercion, it's often a habitual reaction.

482 "Brandy Allen" (3978936832)
01:11:25.819 --> 01:11:36.289
It's not a planned response, and a lot of times it occurs, because we live in that coercive society we've been taught.

483 "Brandy Allen" (3978936832)
01:11:36.289 --> 01:11:47.269
It's been modeled to us, we've been motivated across many different environments to use coercion in response to undesirable behaviors. Um.

484 "Brandy Allen" (3978936832)
01:11:47.269 --> 01:11:54.529
In using positive behavior supports our goal is to become aware of our own coercion. Our own.

485 "Brandy Allen" (3978936832)
01:11:54.529 --> 01:11:59.149
Use of conversion and our response is.

486 "Brandy Allen" (3978936832)
01:11:59.149 --> 01:12:11.389
To others using coercion with us, and we need to mindfully think about alternative ways to respond.

487 "Brandy Allen" (3978936832)
01:12:11.389 --> 01:12:22.724
So, let's go into these 10 examples of coercion here. This is not an all inclusive list. There are other ways that people can be coercive.

488 "Brandy Allen" (3978936832)
01:12:22.994 --> 01:12:28.304

These are just the most common ways that probably all of us are familiar with and have.

489 "Brandy Allen" (3978936832)
01:12:28.579 --> 01:12:34.849
Either had done to us, or have used with others. Um.

490 "Brandy Allen" (3978936832)
01:12:34.849 --> 01:12:43.429
There's a few references that I can put in the chat box for you, if you're interested in reading about.

491 "Brandy Allen" (3978936832)
01:12:43.429 --> 01:12:46.999
More about positive behavior support.

492 "Brandy Allen" (3978936832)
01:12:48.104 --> 01:12:49.424
See, if it'll let me here,

493 "Brandy Allen" (3978936832)
01:13:01.844 --> 01:13:04.364
I think it gave you all my notes, but the, uh.

494 "Brandy Allen" (3978936832)
01:13:04.639 --> 01:13:09.319
The references are at the ends there. Sorry?

495 "Brandy Allen" (3978936832)
01:13:09.319 --> 01:13:17.899
All right, there's a few references, Marie. Lynn, Latham, the power of positive parents.

496 "Brandy Allen" (3978936832)
01:13:17.899 --> 01:13:24.109
Yes, Skinner, if you've never heard of be a scanner, he's all about behavior.

497 "Brandy Allen" (3978936832)
01:13:24.109 --> 01:13:27.919
And then just some PBS literature.

498 "Brandy Allen" (3978936832)
01:13:27.919 --> 01:13:38.719
So, let's go into the conversions. The 1st, 1, that we're going to talk about is questioning this is where we're asking questions that we don't want a real answer for.

499 "Brandy Allen" (3978936832)
01:13:38.719 --> 01:13:47.419
We're really just questioning someone to either embarrassed them or make them feel bad or make them feel guilty.

500 "Brandy Allen" (3978936832)

01:13:47.419 --> 01:13:51.139
I think about, you know, when you're, you know, comes home late.

501 "Brandy Allen" (3978936832)
01:13:51.139 --> 01:14:05.054
From curfew and you're asking them all the questions where have you been?
Why didn't you call? Do you know how worried? I've been? We're asking all
these questions to Marketo and we don't expect an answer.

502 "Brandy Allen" (3978936832)
01:14:05.054 --> 01:14:07.424
We're really just doing it to make them feel bad.

503 "Brandy Allen" (3978936832)
01:14:08.179 --> 01:14:21.709
Um, that's a conversion. Some of us that's probably what we tend to fall
back on as a response to undesirable behavior.

504 "Brandy Allen" (3978936832)
01:14:21.709 --> 01:14:30.259
All right, let me get to my rights slide here.

505 "Brandy Allen" (3978936832)
01:14:30.259 --> 01:14:39.499
Okay, the next coercion that we're going to talk about is arguing so this
is when you're trying to convince somebody that.

506 "Brandy Allen" (3978936832)
01:14:40.004 --> 01:14:54.434
Your point of view is better than theirs, maybe that they're wrong or why
they should do something differently. You're basically challenging that
person's point of view in that coercive or confrontational way.

507 "Brandy Allen" (3978936832)
01:14:55.574 --> 01:14:59.084
You have to remember that it does take you to argue and.

508 "Brandy Allen" (3978936832)
01:14:59.499 --> 01:15:05.389
We often say things like argue with me, or are you arguing with me? Um.

509 "Brandy Allen" (3978936832)
01:15:05.389 --> 01:15:12.679
But, you know, obviously we're also involved because we're arguing with
the other person as well.

510 "Brandy Allen" (3978936832)
01:15:13.394 --> 01:15:19.814
Arguing is considered coercive, you're actually hurting your relationship
with that other individual.

511 "Brandy Allen" (3978936832)
01:15:19.844 --> 01:15:32.444

Because a lot of times when we argue, there's not really ever a compromise or an agreement that we come to, it usually just ends up with both parties feeling a little worse than they did before the argument.

512 "Brandy Allen" (3978936832)
01:15:34.724 --> 01:15:45.974
We argue a lot with our kids with our significant others, maybe with people at work and in the end, nobody really wins.

513 "Brandy Allen" (3978936832)
01:15:46.724 --> 01:15:52.664
So, this is considered a coercion just because we all have different views and positions.

514 "Brandy Allen" (3978936832)
01:15:52.719 --> 01:15:53.599
Please.

515 "Brandy Allen" (3978936832)
01:15:53.599 --> 01:16:07.694
When we argue, we're actually, like I said, we're sending that relationship, and usually during the argument, we're getting farther away from our actual point that was at the beginning of the argument right?

516 "Brandy Allen" (3978936832)
01:16:07.724 --> 01:16:12.704
It becomes all about winning instead of about actually changing someone's mind.

517 "Brandy Allen" (3978936832)
01:16:17.839 --> 01:16:22.579
So, the next coercion is sarcasm or teasing.

518 "Brandy Allen" (3978936832)
01:16:22.579 --> 01:16:36.049
I will tell you this is 1 of my favorites that I used to use all the time. This is where you say the opposite of what you mean or you make fun of someone either maliciously or playfully. Um.

519 "Brandy Allen" (3978936832)
01:16:36.049 --> 01:16:47.264
I think in our society that sarcasm is valued as a witty response and when we use sarcasm often,

520 "Brandy Allen" (3978936832)
01:16:47.264 --> 01:16:55.934
we're trying to make the person that we're using sarcasm with feel that by saying the opposite of what we mean, but we're.

521 "Brandy Allen" (3978936832)
01:16:56.049 --> 01:17:08.809
Doing it to get that response from people who are nearby, right? Like, we want to hear that laughter we want to kind of engage everyone else and making fun of this 1 person.

522 "Brandy Allen" (3978936832)
01:17:08.809 --> 01:17:12.619
That's what makes it a CO version. Um.

523 "Brandy Allen" (3978936832)
01:17:12.619 --> 01:17:20.479
When you use that negative voice tone with sarcasm, a lot of times, it's kind of a put down.

524 "Brandy Allen" (3978936832)
01:17:20.479 --> 01:17:24.409
Your facial expression is mocking.

525 "Brandy Allen" (3978936832)
01:17:24.409 --> 01:17:32.389
You're trying to make that person feel bad about their behavior or about how wrong.

526 "Brandy Allen" (3978936832)
01:17:32.389 --> 01:17:38.749
That they are, and whatever it is, they've done, it's humiliating and it makes their life a little bit worse.

527 "Brandy Allen" (3978936832)
01:17:39.944 --> 01:17:51.554
The other issue with sarcasm is that people with less sophisticated social skills, or cognitive, functioning often don't understand sarcasm or teasing,

528 "Brandy Allen" (3978936832)
01:17:51.914 --> 01:17:56.984
and they might be taking those comments seriously and think that you mean it, when you really don't.

529 "Brandy Allen" (3978936832)
01:17:57.349 --> 01:18:02.029
And that, you know, when they, when they do finally understand.

530 "Brandy Allen" (3978936832)
01:18:02.029 --> 01:18:06.979
They might get more upset than other people, because you were making fun of them.

531 "Brandy Allen" (3978936832)
01:18:12.284 --> 01:18:25.724
Here's that force that we talked about a little bit ago, that verbal or physical aggression sometimes bows where we make a person do something with significant actions. Something they don't want to do.

532 "Brandy Allen" (3978936832)
01:18:28.399 --> 01:18:37.099
So, verbal force is often loud and close. It might be yelling again. It's that.

533 "Brandy Allen" (3978936832)
01:18:37.099 --> 01:18:44.929
That I'm over, you kind of posturing like, I'm going to tell you what to
do. I'm bigger than you are. I'm stronger.

534 "Brandy Allen" (3978936832)
01:18:44.929 --> 01:18:55.549
Physical force can be the same way. You're using your body to physically
intimidate this person or physically move them somewhere else.

535 "Brandy Allen" (3978936832)
01:18:55.549 --> 01:18:59.659
Um, physical force chance sometimes fall.

536 "Brandy Allen" (3978936832)
01:18:59.659 --> 01:19:04.399
Onto the line of abuse, and that would be dealt within the system.

537 "Brandy Allen" (3978936832)
01:19:05.054 --> 01:19:18.464
A lot of us may work with individuals with developmental disabilities or
dual diagnosis and so some of us may be trained in crisis management
techniques.

538 "Brandy Allen" (3978936832)
01:19:19.604 --> 01:19:24.314
And that would be okay as physical force. If it's used.

539 "Brandy Allen" (3978936832)
01:19:24.399 --> 01:19:37.039
In a way so that the individual does not from themselves or other people,
but each situation is going to be different and it's going to be looked
at to see if it crosses the line of abuse.

540 "Brandy Allen" (3978936832)
01:19:42.799 --> 01:19:52.064
And then we have threats so, threats is, when you point out all the bad
things that are going to happen, if the undesirable behavior continues,

541 "Brandy Allen" (3978936832)
01:19:52.424 --> 01:20:02.384
I'm sure if any of your parents that you would probably done some of
these threats, you know, if you don't stop hitting that basketball
against the house.

542 "Brandy Allen" (3978936832)
01:20:02.824 --> 01:20:16.384
Going to take your TV away for a month so you're threatening them that if
they continue to have that undesirable behavior, something bad is going
to happen. Again. This is that power dynamic.

543 "Brandy Allen" (3978936832)
01:20:16.444 --> 01:20:18.904

This is us. Um.

544 "Brandy Allen" (3978936832)
01:20:19.399 --> 01:20:28.279
Telling them that there's going to be a negative consequences if they
continue to have that undesirable behavior, it doesn't help your
relationship.

545 "Brandy Allen" (3978936832)
01:20:28.279 --> 01:20:39.379
It's not positive a lot of times when we make a threat, it's done on the
spur of the moment. Um, and actually following through with your threat
might be.

546 "Brandy Allen" (3978936832)
01:20:39.379 --> 01:20:46.069
Um, really difficult a lot more difficult than it is to just say it in
reaction right?

547 "Brandy Allen" (3978936832)
01:20:46.069 --> 01:20:51.169
There are more positive ways.

548 "Brandy Allen" (3978936832)
01:20:51.169 --> 01:20:56.689
To be effective in reminding people about the consequences that might
happen.

549 "Brandy Allen" (3978936832)
01:20:56.689 --> 01:21:00.049
Um, and a way to do that is to actually.

550 "Brandy Allen" (3978936832)
01:21:00.049 --> 01:21:13.334
Turn your focus around, on all the good things that might happen if they
have the desirable behavior. So, instead of saying, you know, if you
don't quit throwing that basketball against the house, you're gonna lose
this.

551 "Brandy Allen" (3978936832)
01:21:13.334 --> 01:21:20.024
And this, and this, you might say, you know, if you keep practicing
basketball and making all.

552 "Brandy Allen" (3978936832)
01:21:20.049 --> 01:21:25.279
Those hoops, we're going to go out for ice cream later.

553 "Brandy Allen" (3978936832)
01:21:25.279 --> 01:21:33.799
So, you're, you're pointing out the desirable alternative behavior and
the positive consequences that could happen.

554 "Brandy Allen" (3978936832)

01:21:33.799 --> 01:21:45.649
If they were doing the desirable behavior, so that's just that's just a
little tip to think about. And if you find yourself on the verge of
making a threat.

555 "Brandy Allen" (3978936832)
01:21:45.649 --> 01:21:53.719
Think about it on the other side think about pointing out what good
things might happen if they were doing the desirable behavior.

556 "Brandy Allen" (3978936832)
01:21:59.929 --> 01:22:10.489
Let's see, here I have a couple of examples. Let's try that out.

557 "Brandy Allen" (3978936832)
01:22:10.489 --> 01:22:17.629
So, instead of saying, if you don't do your homework, you're not going to
go to the mall this weekend.

558 "Brandy Allen" (3978936832)
01:22:17.629 --> 01:22:28.219
How could we turn that around into a more positive statement about what
good things can happen if they had the desirable behavior.

559 "Brandy Allen" (3978936832)
01:22:28.219 --> 01:22:31.279
So, if you don't do your homework.

560 "Brandy Allen" (3978936832)
01:22:31.279 --> 01:22:33.704
They're not going to the mall this weekend.

561 "Brandy Allen" (3978936832)
01:22:51.279 --> 01:23:02.239
Someone turn that around in a more positive way for me, in the chat box.

562 "Brandy Allen" (3978936832)
01:23:09.554 --> 01:23:24.314
Timmy says, if you get your homework done tonight, we can go to the mall
tomorrow. That's perfect. Right that's encouraging them to do the
desirable behavior and letting them know what positive consequences can
happen. If they do the positive thing.

563 "Brandy Allen" (3978936832)
01:23:24.709 --> 01:23:28.849
All right. Very good.

564 "Brandy Allen" (3978936832)
01:23:29.564 --> 01:23:40.514
So, let's move on to our next coercion criticism. This is when you let
someone know that you don't like what they're doing, or how they're doing
it.

565 "Brandy Allen" (3978936832)

01:23:40.604 --> 01:23:48.764
And that a lot of times, it's when we're trying to teach them to do it better, like, in all of our infinite wisdom and experience.

566 "Brandy Allen" (3978936832)
01:23:48.849 --> 01:23:55.699
Of course, where are the experts and we're going to try to teach this person how to do it correctly.

567 "Brandy Allen" (3978936832)
01:23:55.699 --> 01:24:10.519
Sometimes when we do this, that approach can get you into a bad spot, because you're actually criticizing what this individual is doing and how they're doing it. Right?

568 "Brandy Allen" (3978936832)
01:24:10.519 --> 01:24:19.159
They're, they're not going to thank you guys for all of your entries in the chat box. They're on the last 1. I appreciate that. Um.

569 "Brandy Allen" (3978936832)
01:24:19.159 --> 01:24:25.459
We're actually when we criticize someone, we're telling them that what they're doing is not good enough right?

570 "Brandy Allen" (3978936832)
01:24:25.459 --> 01:24:36.079
We can say other things that are not as hurtful to someone. So, maybe in trying to teach them.

571 "Brandy Allen" (3978936832)
01:24:36.079 --> 01:24:41.089
How to do this task we might say I've got a suggestion that might help.

572 "Brandy Allen" (3978936832)
01:24:41.089 --> 01:24:47.659
Um, and then we wait for that individual to respond, whether they want our advice.

573 "Brandy Allen" (3978936832)
01:24:47.659 --> 01:24:53.539
We might ask them can I help you? I might have a better solution.

574 "Brandy Allen" (3978936832)
01:24:53.539 --> 01:25:07.189
Or even, you know, somebody told me the other day that this might work. Um, do you want to try that? So basically, just giving the other individuals some choice about what they're doing.

575 "Brandy Allen" (3978936832)
01:25:07.189 --> 01:25:13.099
Remember the way that we do things is not always the best way and the only way.

576 "Brandy Allen" (3978936832)
01:25:13.099 --> 01:25:22.039
And so sometimes when we're trying to teach someone, we're criticizing
them, and we want to try to avoid that as much as possible.

577 "Brandy Allen" (3978936832)
01:25:25.874 --> 01:25:40.064
This is also 1 of my favorite conversions despair where you say, and act
like, you don't know what to do. You're just giving up on that person.
You're hopeless that they'll ever get this task or job done.

578 "Brandy Allen" (3978936832)
01:25:40.874 --> 01:25:41.864
I do this all the time.

579 "Brandy Allen" (3978936832)
01:25:42.064 --> 01:25:54.664
My daughter, I will ask her to do the dishes she refuses and
procrastinates until I just get exasperated and say fine. I'll just do
them myself.

580 "Brandy Allen" (3978936832)
01:25:55.744 --> 01:26:01.264
And so I actually just reinforced her behavior with that. Despair.

581 "Brandy Allen" (3978936832)
01:26:02.039 --> 01:26:12.979
She got exactly what she wanted. She didn't have to do the dishes and I
just made her feel bad. And I made me feel bad because I ended up having
to do it.

582 "Brandy Allen" (3978936832)
01:26:12.979 --> 01:26:20.419
So, despair we really want to try to avoid it. It usually sends 2
messages.

583 "Brandy Allen" (3978936832)
01:26:20.419 --> 01:26:26.239
And either makes that individual feel more helpless. Like, we don't care.

584 "Brandy Allen" (3978936832)
01:26:26.239 --> 01:26:31.634
About them like, they're, they can't possibly do this task. Right?

585 "Brandy Allen" (3978936832)
01:26:31.694 --> 01:26:43.964
So, in other words, why should they even try or it can make the person
happier satisfied because they got out of the task or tour that they
didn't want to do? Um.

586 "Brandy Allen" (3978936832)
01:26:44.359 --> 01:26:58.699

We used to spare often with individuals it often makes them give up on themselves too, because they think they're not worth teaching or anyone investing the time in them to show them what to do.

587 "Brandy Allen" (3978936832)
01:26:58.699 --> 01:27:05.779
And so we want to try to avoid using despair as much as possible as well.

588 "Brandy Allen" (3978936832)
01:27:05.779 --> 01:27:19.969
When we get done with all of these conversions, I'm going to ask you all which ones are your go tools and I'll have you put those in the chat box minor? Definitely. The sarcasm and despair.

589 "Brandy Allen" (3978936832)
01:27:19.969 --> 01:27:23.629
Another coercion is lecture and logic.

590 "Brandy Allen" (3978936832)
01:27:23.629 --> 01:27:33.614
This is my husband's favorite where you talk too much about what should be done and you repeat something that the person already knows.

591 "Brandy Allen" (3978936832)
01:27:34.694 --> 01:27:43.544
I tell my husband this all the time when he he will lecture in logic, our kids telling them what they should do. Because, you know, in all of his.

592 "Brandy Allen" (3978936832)
01:27:43.629 --> 01:27:52.189
Experience in years, he knows how to do it best and it goes in 1 ear and it goes out the other because especially with.

593 "Brandy Allen" (3978936832)
01:27:52.189 --> 01:28:05.564
Kids, they just tune you out, you know, because kids know everything, especially when they get to a certain age. So when you're trying to teach someone, you should really just keep it short and sweet.

594 "Brandy Allen" (3978936832)
01:28:05.774 --> 01:28:12.014
I like the example on lecture and logic that it probably sounds to kids like the teacher.

595 "Brandy Allen" (3978936832)
01:28:12.214 --> 01:28:19.234
Charlie Brown, that raw want want want, because we're talking and they're not listening to us.

596 "Brandy Allen" (3978936832)
01:28:20.104 --> 01:28:32.014
So, if you can just keep what you're trying to teach them short and sweet or even let them suffer the natural consequences of whatever it is that they're choosing to do, sometimes that.

597 "Brandy Allen" (3978936832)
01:28:32.189 --> 01:28:35.959
Be much more effective than the lecture and logic that we're.

598 "Brandy Allen" (3978936832)
01:28:36.344 --> 01:28:51.044
Throwing at them, another coercion is taking away this 1 is just like, it
sounds we're taking away their access to either privileges possessions.

599 "Brandy Allen" (3978936832)
01:28:51.614 --> 01:28:55.934
Anything that's valuable to them. Again. It's that show of control.

600 "Brandy Allen" (3978936832)
01:28:55.959 --> 01:28:59.719
It's us mediating a negative punishment.

601 "Brandy Allen" (3978936832)
01:28:59.719 --> 01:29:05.389
On an individual taking away a bit of their rights, um.

602 "Brandy Allen" (3978936832)
01:29:05.624 --> 01:29:18.644
Yeah, I'm sure we've all used this 1, but it really does worse in your
relationship sometimes. Especially if you use take away with something
that's very valuable to an individual.

603 "Brandy Allen" (3978936832)
01:29:18.824 --> 01:29:21.884
It can escalate to a more serious situation.

604 "Brandy Allen" (3978936832)
01:29:22.339 --> 01:29:30.769
Let's see here.

605 "Brandy Allen" (3978936832)
01:29:30.769 --> 01:29:40.489
A lot of times when we use takeaway, individuals don't truly comprehend
that their behavior cause you to take away.

606 "Brandy Allen" (3978936832)
01:29:40.489 --> 01:29:50.299
This item, or this privilege, there's not a lot of connection there. It
really just feels like something that you did to them.

607 "Brandy Allen" (3978936832)
01:29:50.299 --> 01:30:03.044
A better way to decrease those problem behaviors is to arrange a set
expectations where you set up and earn, or don't earn consequence with
the individual.

608 "Brandy Allen" (3978936832)
01:30:03.824 --> 01:30:10.244

And in that way, you set the expectation for the desirable behavior. And then.

609 "Brandy Allen" (3978936832)
01:30:10.299 --> 01:30:24.874
That individual can either meet the behave that expectation and earn the
desired privilege or item or if they don't meet the expectation they do
not earn, but really the control is in their power.

610 "Brandy Allen" (3978936832)
01:30:24.904 --> 01:30:27.244
And it's no longer that that.

611 "Brandy Allen" (3978936832)
01:30:27.529 --> 01:30:31.759
You above them kind of make.

612 "Brandy Allen" (3978936832)
01:30:31.994 --> 01:30:44.294
Mediating that consequence for them. All right, this is our last
conversion.

613 "Brandy Allen" (3978936832)
01:30:44.654 --> 01:30:51.614
It is talking about a person's bad behavior with the person present when
we do this we're often.

614 "Brandy Allen" (3978936832)
01:30:51.759 --> 01:30:55.339
Creating we're sending situation.

615 "Brandy Allen" (3978936832)
01:30:55.339 --> 01:31:08.654
It's embarrassing it hurts our relationship with that individual because
we're talking badly about them in front of them to someone else. Think
about that put yourself in that place.

616 "Brandy Allen" (3978936832)
01:31:09.014 --> 01:31:15.314
What if your best friend was talking crap about you to your other friend,
and you can hear everything.

617 "Brandy Allen" (3978936832)
01:31:15.339 --> 01:31:24.019
That was being said, it's hurtful. This is something that, especially in
our field we want to try to avoid.

618 "Brandy Allen" (3978936832)
01:31:24.019 --> 01:31:32.389
These are things that happen a lot of times during a shift change when
we're giving updates to that next shift of staff.

619 "Brandy Allen" (3978936832)
01:31:32.684 --> 01:31:41.324

And so we really want to try to make sure that we avoid talking about a person's undesirable behavior where they can hear us.

620 "Brandy Allen" (3978936832)
01:31:41.564 --> 01:31:52.364
Or if we have to do it, we want to do it in the most objective way possible where we are not being judgmental. We're being non emotional when we give them.

621 "Brandy Allen" (3978936832)
01:31:52.389 --> 01:31:58.159
Those updates, but really, we want to try to avoid it as much as possible.

622 "Brandy Allen" (3978936832)
01:31:58.159 --> 01:32:05.239
It's just hurtful it's going to hurt your relationship with that individual.

623 "Brandy Allen" (3978936832)
01:32:05.239 --> 01:32:08.809
All right, so before we move on.

624 "Brandy Allen" (3978936832)
01:32:09.254 --> 01:32:23.624
I'm going to jump back to the slide that has all of the 10 conversions and if you would like to share with me, maybe which ones are your go tools in the chat box? I just like to see what other people.

625 "Brandy Allen" (3978936832)
01:32:24.169 --> 01:32:27.739
Uses their conversions.

626 "Brandy Allen" (3978936832)
01:32:28.304 --> 01:32:28.424
Hello.

627 "Brandy Allen" (3978936832)
01:32:47.739 --> 01:33:00.859
Oh, I got a bunch in here. Jeff says logic and sarcasm Yep, that lecture logic and sarcasm. theresa's takeaway arguing from Robert.

628 "Brandy Allen" (3978936832)
01:33:00.859 --> 01:33:03.889
Taking away and sarcasm from raven.

629 "Brandy Allen" (3978936832)
01:33:04.514 --> 01:33:13.274
Questioning and sarcasm yeah, sarcasm lecturing we got a lot of sarcasm in there.

630 "Brandy Allen" (3978936832)
01:33:13.304 --> 01:33:23.504

I really do think sarcasm is kind of a societal thing, especially in the
US that we do value that sarcasm as, like, a quick wit kind of thing.

631 "Brandy Allen" (3978936832)
01:33:23.889 --> 01:33:28.549
And so we don't often realize how hurtful it can actually be.

632 "Brandy Allen" (3978936832)
01:33:32.599 --> 01:33:46.609
Sara says she's all about lecture and logic. Her husband is a fan of
ignoring and the cold shoulder. Yeah, that would be another version that
we didn't list. But yeah. Ignoring is coercive. Um.

633 "Brandy Allen" (3978936832)
01:33:46.609 --> 01:33:56.569
So, yeah, and we'll talk about ignoring here in just a little bit and why
it can be coercive and what some of the effects are.

634 "Brandy Allen" (3978936832)
01:33:56.654 --> 01:34:10.784
Thank you all for sharing. Okay, so we went over those 10 conversions.
What are some of the effects of being coercive? Well, we tend to say that
conversion ages.

635 "Brandy Allen" (3978936832)
01:34:10.784 --> 01:34:16.484
Us people who have experienced coercion will often avoid.

636 "Brandy Allen" (3978936832)
01:34:16.569 --> 01:34:22.549
Sense they will try to get away.

637 "Brandy Allen" (3978936832)
01:34:22.549 --> 01:34:27.919
They don't want to interact with us because we've made them feel bad.
Right?

638 "Brandy Allen" (3978936832)
01:34:27.919 --> 01:34:33.499
They're going to avoid doing whatever it is that we've asked them to do.

639 "Brandy Allen" (3978936832)
01:34:33.499 --> 01:34:47.719
They will try to get even remember when we use version, we're teaching
version. So a lot of times you're going to see those people try to get
even by being coercive back.

640 "Brandy Allen" (3978936832)
01:34:47.719 --> 01:35:00.469
And we often see people try to escape when you've been coercive with
them. Like, they just want to leave the room. They want to leave the
situation. They just want to get out of there.

641 "Brandy Allen" (3978936832)

01:35:00.469 --> 01:35:10.849
Other effects could be that again, they've learned that coercive behavior
so we're going to see them repeated in the future. I think about like.

642 "Brandy Allen" (3978936832)
01:35:10.874 --> 01:35:19.964
Little kiddos who play house, you know, that that age, like 3 to 5 and if
there are physical punishment's being used in their home,

643 "Brandy Allen" (3978936832)
01:35:20.114 --> 01:35:27.374
they might spank their baby dolls when they're being bad because that's
what they've learned or they've been threatened with is a spanking.

644 "Brandy Allen" (3978936832)
01:35:29.384 --> 01:35:44.324
People might be able to confidently they're not going to be able to be
their true selves with you, because they fear that they might get a
coercive reaction from you, some kind of coercion that's going to make
them feel bad.

645 "Brandy Allen" (3978936832)
01:35:45.884 --> 01:35:47.564
And some of the other effects.

646 "Brandy Allen" (3978936832)
01:35:47.739 --> 01:35:53.839
Coercion might be that you have an increase in undesirable behavior
because.

647 "Brandy Allen" (3978936832)
01:35:53.839 --> 01:36:06.379
That's where they're getting most of their attention from, is that you're
giving all of your attention to undesirable behaviors, rather than the
positive behaviors. So when we're coercive all the time.

648 "Brandy Allen" (3978936832)
01:36:06.379 --> 01:36:09.949
That's when that individual is going to get that need for attention that.

649 "Brandy Allen" (3978936832)
01:36:09.949 --> 01:36:12.979
By having undesirable behaviors.

650 "Brandy Allen" (3978936832)
01:36:19.699 --> 01:36:26.599
All right, we talked a little bit earlier about the fact that we're all
coercive. Um.

651 "Brandy Allen" (3978936832)
01:36:26.599 --> 01:36:30.109
It's just in human nature. It's a, it's a.

652 "Brandy Allen" (3978936832)

01:36:30.109 --> 01:36:40.934
You know, kind of a gut response to be coercive and again you have to mindfully think about how to react in not coercive way sometimes.

653 "Brandy Allen" (3978936832)
01:36:41.294 --> 01:36:50.084
And there are definitely times of the day or situations when you are more prone to react in a coercive way. I know. For me, if I'm hanging.

654 "Brandy Allen" (3978936832)
01:36:50.109 --> 01:36:53.539
Agree I'm going to be more coercive for sure.

655 "Brandy Allen" (3978936832)
01:36:53.539 --> 01:37:07.219
So, maybe if you're tired or hungry or uncomfortable, and a bad day at work, those pet peeves, all of those things can lead you to respond in a coercive way. Um.

656 "Brandy Allen" (3978936832)
01:37:07.219 --> 01:37:19.754
And as you start to monitor your own use of coercion, you're going to recognize when those times are for you and you're going to be able to gauge the responses. That you get from others.

657 "Brandy Allen" (3978936832)
01:37:19.934 --> 01:37:27.044
When sometimes you're able to mindfully respond in that more PBS way, versus when you.

658 "Brandy Allen" (3978936832)
01:37:27.219 --> 01:37:32.929
Respond in a coercive by.

659 "Brandy Allen" (3978936832)
01:37:32.929 --> 01:37:46.699
So this is pretty important. We, we hit on this just to touch earlier that coercion produces short term compliance, followed by long term problems. So, what that means is, is that.

660 "Brandy Allen" (3978936832)
01:37:46.699 --> 01:38:00.859
Coercion works right? If it didn't work, we wouldn't use it, but when we use coercion, it likely works just for that time or 2 that we use it. If we want to see that behavior change.

661 "Brandy Allen" (3978936832)
01:38:00.859 --> 01:38:07.159
In the future, we're going to have to try something else. We're gonna have to try this more positive approach.

662 "Brandy Allen" (3978936832)
01:38:07.159 --> 01:38:10.219
So.

663 "Brandy Allen" (3978936832)
01:38:10.219 --> 01:38:20.384
If we think about using that more positive approach, rather than being
coercive or using those punishing consequences, what can we do instead?

664 "Brandy Allen" (3978936832)
01:38:21.284 --> 01:38:30.134
This slide kind of outlines 5 questions that you can use to make a plan
and I'm going to give you all an example as we go.

665 "Brandy Allen" (3978936832)
01:38:30.219 --> 01:38:43.519
For the questions, so we have an individual Joe who lives with a
roommate. Joe typically ties the shirt around her neck when she's upset.

666 "Brandy Allen" (3978936832)
01:38:43.519 --> 01:38:53.089
And then a staff support person will be called, and a lot of times she
ends up in restraints. So if we.

667 "Brandy Allen" (3978936832)
01:38:53.089 --> 01:38:58.579
Break that situation down while thinking about the questions on this
slide.

668 "Brandy Allen" (3978936832)
01:38:58.579 --> 01:39:02.509
Let's see, maybe, um.

669 "Brandy Allen" (3978936832)
01:39:02.509 --> 01:39:06.769
What Joe is getting out of this behavior so.

670 "Brandy Allen" (3978936832)
01:39:06.769 --> 01:39:12.379
What matter we're sending situation occurred that triggered the
undesirable behavior.

671 "Brandy Allen" (3978936832)
01:39:12.379 --> 01:39:21.559
Well, Joe typically does this when she gets in a fight with her roommate,
then she'll tie something around her neck.

672 "Brandy Allen" (3978936832)
01:39:21.559 --> 01:39:28.699
Also, if staff are really busy, or they're short with her, that might
trigger her to tie this shirt around her neck.

673 "Brandy Allen" (3978936832)
01:39:28.699 --> 01:39:35.179
So, what pay off is Joe, getting from having those undesirable behaviors.

674 "Brandy Allen" (3978936832)

01:39:35.179 --> 01:39:42.259
Well, when Joe ties the shirt around her neck, she gets a lot of
attention from staff, including touch.

675 "Brandy Allen" (3978936832)
01:39:42.259 --> 01:39:49.159
A lot of times she and her roommate have a whole makeup session. Um.

676 "Brandy Allen" (3978936832)
01:39:49.159 --> 01:40:04.040
Staff might rub her back and shower her with lots of reassurance and
sometimes the staff will take it upon themselves to fix that relationship
between Joe and her roommate. They'll facilitate them making up.

677 "Brandy Allen" (3978936832)
01:40:07.880 --> 01:40:11.210
And so when we look at when that.

678 "Brandy Allen" (3978936832)
01:40:11.210 --> 01:40:14.270
Uh, matter we're sending situation occurs.

679 "Brandy Allen" (3978936832)
01:40:14.270 --> 01:40:17.810
Um, and in similar situations.

680 "Brandy Allen" (3978936832)
01:40:17.810 --> 01:40:26.900
So, when Joe ties the shirt around her neck, maybe at other times,
besides when she has a fight with her roommate.

681 "Brandy Allen" (3978936832)
01:40:26.900 --> 01:40:32.900
Does she sometimes have desirable behaviors? And if so what are those
look like.

682 "Brandy Allen" (3978936832)
01:40:32.900 --> 01:40:41.600
Well, sometimes when Joseph said she will cry and request to talk to
staff in a similar situation.

683 "Brandy Allen" (3978936832)
01:40:41.600 --> 01:40:50.630
Sometimes the staff will tell Joe that she has to wait a few minutes,
which sometimes ends up being like, 15+minutes.

684 "Brandy Allen" (3978936832)
01:40:50.630 --> 01:40:59.210
Joe's piers will tell her to get away from them because she's annoying.

685 "Brandy Allen" (3978936832)
01:40:59.210 --> 01:41:06.950
So those are some of the things that happen, she's trying to use those
coping skills of talking to staff.

686 "Brandy Allen" (3978936832)
01:41:06.950 --> 01:41:17.750
Um, she's not getting support from her peers when she's upset at that
time. People tell her that she's being annoying. So, what does Joe need
to learn to do?

687 "Brandy Allen" (3978936832)
01:41:17.750 --> 01:41:22.520
Well, she might benefit from learning ways where she can make up.

688 "Brandy Allen" (3978936832)
01:41:22.520 --> 01:41:31.550
With her roommate, things like learning to apologize and be taking
accountability for her part in the argument. Um.

689 "Brandy Allen" (3978936832)
01:41:31.550 --> 01:41:35.840
Maybe trying to work out compromises with her roommates.

690 "Brandy Allen" (3978936832)
01:41:35.840 --> 01:41:38.930
Recognizing when other people need space.

691 "Brandy Allen" (3978936832)
01:41:38.930 --> 01:41:51.350
So, what can we do in the environment to help prevent Joe from tying this
shirt around her neck and promote those more desirable behaviors?

692 "Brandy Allen" (3978936832)
01:41:51.350 --> 01:41:57.470
Well, staff should probably use pivot.

693 "Brandy Allen" (3978936832)
01:41:57.470 --> 01:42:01.400
When she's having that, um.

694 "Brandy Allen" (3978936832)
01:42:01.400 --> 01:42:08.480
Undesirable behavior of tying things around her neck. Of course, we want
to make sure that she's safe. Um.

695 "Brandy Allen" (3978936832)
01:42:08.480 --> 01:42:22.725
So, we may have to intervene with the, the shirt around her neck, but we
don't want to give her all that attention. You know, the backdrops and
the making sure we fix it with her roommate kind of thing.

696 "Brandy Allen" (3978936832)
01:42:23.655 --> 01:42:28.305
We just want to make sure that she's safe. And we want to.

697 "Brandy Allen" (3978936832)
01:42:28.480 --> 01:42:39.230

Avoid giving her quality attention until she's calmed down a little bit.
She's able to use some of her own coping skills to calm down her
emotions. Um.

698 "Brandy Allen" (3978936832)
01:42:39.230 --> 01:42:49.130
And what stock could do is make a safety crisis plan that all staff know
what to do, and how to react in that situation.

699 "Brandy Allen" (3978936832)
01:42:49.130 --> 01:42:54.020
So, in looking at this, um.

700 "Brandy Allen" (3978936832)
01:42:54.020 --> 01:43:06.380
Is the tying the shirt around her neck a symptom of her being regulated?
Or is it a sensible response to that situation that she found herself in?

701 "Brandy Allen" (3978936832)
01:43:06.380 --> 01:43:10.790
And you guys can just put yes or no in the chat box.

702 "Brandy Allen" (3978936832)
01:43:20.090 --> 01:43:25.070
So, do you think that tying the shirt around her neck is the sensible
response.

703 "Brandy Allen" (3978936832)
01:43:38.480 --> 01:43:52.275
Yeah, he says, yes, I mean, I would agree with that. I think it is the
sensible response based on what's been effective for her in the past.
Right?

704 "Brandy Allen" (3978936832)
01:43:52.455 --> 01:43:58.395
She's getting that attention that she needs. She's getting that positive
reinforcement with staff.

705 "Brandy Allen" (3978936832)
01:43:58.480 --> 01:44:08.840
Because they're giving her all of that attention and fixing the
relationship. So we really need to step in and change our reaction to the
situation.

706 "Brandy Allen" (3978936832)
01:44:08.840 --> 01:44:14.240
In order for her to learn more positive coping skills herself, right?

707 "Brandy Allen" (3978936832)
01:44:18.200 --> 01:44:24.590
Yeah, Sarah says, yeah, it's being positively reinforced. It's not a
desirable behavior, but.

708 "Brandy Allen" (3978936832)

01:44:24.590 --> 01:44:30.470
Again, in the way that they are handling that situation, they aren't
teaching her.

709 "Brandy Allen" (3978936832)
01:44:30.470 --> 01:44:38.180
The alternative desirable behaviors, so that's probably what they need to
focus on in the way that they react.

710 "Brandy Allen" (3978936832)
01:44:38.180 --> 01:44:42.890
When this situation occurs in the future.

711 "Brandy Allen" (3978936832)
01:44:42.890 --> 01:44:51.110
They need to focus on what she should be doing, instead of tying the
shirt around her neck and giving her minimal attention.

712 "Brandy Allen" (3978936832)
01:44:51.110 --> 01:44:57.350
When she has that undesirable behavior.

713 "Brandy Allen" (3978936832)
01:44:57.350 --> 01:45:09.950
So another thing about profit and behavior support is that it really
helps you build relationships with others good, positive relationships.
This class is called tools for everyone for a reason.

714 "Brandy Allen" (3978936832)
01:45:09.950 --> 01:45:23.570
Because you can use these tips and tricks with everyone that, you know,
with your spouse with your kids, with your coworkers with people you run
into at the grocery store. It's all about.

715 "Brandy Allen" (3978936832)
01:45:23.570 --> 01:45:32.090
mindfully making sure that we focus on the positive rather than the
undesirable behavior that we might see.

716 "Brandy Allen" (3978936832)
01:45:32.090 --> 01:45:36.680
And about not saying, or doing things to make someone feel.

717 "Brandy Allen" (3978936832)
01:45:36.680 --> 01:45:39.195
Worse than they might already.

718 "Brandy Allen" (3978936832)
01:45:44.415 --> 01:45:56.355
So what we we call that is, we call it stay close interactions from tools
of choice curriculum. These are actually the steps on this.

719 "Brandy Allen" (3978936832)
01:45:56.680 --> 01:46:02.510

To having a steak most interaction with someone we're moving toward the person.

720 "Brandy Allen" (3978936832)
01:46:02.510 --> 01:46:13.905
And we're remaining within arm's reach, we might use touch if it's appropriate. And if we know that this person would be responsive to touch. So it could be a handshake.

721 "Brandy Allen" (3978936832)
01:46:13.905 --> 01:46:18.345
We're a touch on the arm or a hub or a high 5 or a fist pump.

722 "Brandy Allen" (3978936832)
01:46:18.710 --> 01:46:28.730
Some kind of touch just to get that connection going. We want to make sure that we have a caring facial expression and tone of voice when we talk with people.

723 "Brandy Allen" (3978936832)
01:46:28.730 --> 01:46:31.880
Make sure we have relaxed body language.

724 "Brandy Allen" (3978936832)
01:46:31.880 --> 01:46:36.410
Um, and then we use what we call the O. E.

725 "Brandy Allen" (3978936832)
01:46:36.410 --> 01:46:39.770
Which is open ended questions.

726 "Brandy Allen" (3978936832)
01:46:39.770 --> 01:46:44.180
And put these statements and encouragement.

727 "Brandy Allen" (3978936832)
01:46:44.685 --> 01:46:49.935
So, when we ask open ended questions, we're asking things like, How's your day going?

728 "Brandy Allen" (3978936832)
01:46:50.865 --> 01:47:04.125
Tell me what you've been doing we're posing questions that promote conversation things that cannot be answered with a yes or no or a short 1 word answer. We're using.

729 "Brandy Allen" (3978936832)
01:47:04.205 --> 01:47:17.885
Empathy statements, so we're mirroring back how that other person might be feeling to them. That really helps. You feel connected to someone else like oh, hey, you look upset today. Tell me what's going on.

730 "Brandy Allen" (3978936832)
01:47:18.395 --> 01:47:24.155

That's an empathy statement, and an open ended question right there. And then we also.

731 "Brandy Allen" (3978936832)
01:47:24.180 --> 01:47:31.370
We want to make sure that we're encouraging the other person that we're pointing out the things that they are doing. Well.

732 "Brandy Allen" (3978936832)
01:47:31.370 --> 01:47:43.760
And why that's good for them. So, you know, it's really great that you're able to share this with me, you know, I'll give you some prayers and make sure that things go okay for you.

733 "Brandy Allen" (3978936832)
01:47:43.760 --> 01:47:51.350
You're giving them some kind of encouragement that their situation is going to get better and that they're doing the right thing.

734 "Brandy Allen" (3978936832)
01:47:51.350 --> 01:47:54.800
We want to make sure that we listen more than we talk.

735 "Brandy Allen" (3978936832)
01:47:54.800 --> 01:48:03.800
Don't react to junk behavior and avoid being coercive so.

736 "Brandy Allen" (3978936832)
01:48:03.800 --> 01:48:18.050
This is just a little extra info on empathy again. It's really being able to take that perspective of the other person and communicate to them that you understand why they might be feeling that way. Um.

737 "Brandy Allen" (3978936832)
01:48:18.050 --> 01:48:26.930
We're using emotion words, identifying the emotion that that person might be failing and seeing how that makes sense.

738 "Brandy Allen" (3978936832)
01:48:26.930 --> 01:48:30.050
Given the situation that they're in.

739 "Brandy Allen" (3978936832)
01:48:30.050 --> 01:48:36.170
It really helps that person.

740 "Brandy Allen" (3978936832)
01:48:36.170 --> 01:48:44.600
Understand that their feelings matter to us. It really helps people feel heard when we use empathy.

741 "Brandy Allen" (3978936832)
01:48:44.600 --> 01:48:49.940
And then we want to be able to use that encouragement again.

742 "Brandy Allen" (3978936832)
01:48:49.940 --> 01:48:55.130
Communicating how that person's behavior has improved their situation.

743 "Brandy Allen" (3978936832)
01:48:55.130 --> 01:49:03.890
What, if they done? Well, why is it good for them? You know, why is that
behavior helpful to them?

744 "Brandy Allen" (3978936832)
01:49:03.890 --> 01:49:12.350
And then encouragement can also be, you know, your support being offered
to them.

745 "Brandy Allen" (3978936832)
01:49:12.350 --> 01:49:17.270
So, let's do a little practice on a stay close interaction.

746 "Brandy Allen" (3978936832)
01:49:17.270 --> 01:49:31.100
So, we have awesome Alex, who just got his GD results back and he passed.
He studied for hours you're walking down the hall and he rushes over to
show you his score.

747 "Brandy Allen" (3978936832)
01:49:31.365 --> 01:49:40.455
If you were going to have a stay close interaction with awesome, Alex,
how can you use those steps to stay close?

748 "Brandy Allen" (3978936832)
01:49:40.665 --> 01:49:50.055
And especially those steps of the open ended questions, empathy and
encouragement to start a conversation with Alex.

749 "Brandy Allen" (3978936832)
01:49:51.100 --> 01:49:56.600
Can anybody give me an example of how you might start that conversation
with Alex?

750 "Brandy Allen" (3978936832)
01:49:56.600 --> 01:49:59.840
It is also important to remember that.

751 "Brandy Allen" (3978936832)
01:49:59.840 --> 01:50:05.000
That doesn't always have to go in that order. Um.

752 "Brandy Allen" (3978936832)
01:50:05.000 --> 01:50:13.400
In the example, I gave you a lot of times I start out by giving an
empathy statement and I follow it up with an open ended question.

753 "Brandy Allen" (3978936832)

01:50:13.400 --> 01:50:16.490
And that just gets the conversation going.

754 "Brandy Allen" (3978936832)
01:50:20.750 --> 01:50:28.010
So, can you guys give me an example of what would you say to Alex when he
runs over to show you his score?

755 "Brandy Allen" (3978936832)
01:50:28.010 --> 01:50:30.105
How would you start that conversation?

756 "Brandy Allen" (3978936832)
01:50:48.010 --> 01:50:56.660
Hello.

757 "Brandy Allen" (3978936832)
01:50:56.660 --> 01:50:59.690
I know you're all typing away. Furiously here.

758 "Brandy Allen" (3978936832)
01:50:59.690 --> 01:51:13.425
Hasn't popped up on my end. Yeah so, Alex is super excited.

759 "Brandy Allen" (3978936832)
01:51:13.605 --> 01:51:17.805
He runs over to you in the hallway. What are you gonna say that.

760 "Brandy Allen" (3978936832)
01:51:18.140 --> 01:51:22.730
Theresa hey, Alex, how are you doing? What's going on?

761 "Brandy Allen" (3978936832)
01:51:22.730 --> 01:51:33.740
Okay, so Alec says I got my back and I just I studied so hard.

762 "Brandy Allen" (3978936832)
01:51:33.740 --> 01:51:46.910
What would you say next? We've got that open ended question in there.
What's going on?

763 "Brandy Allen" (3978936832)
01:51:46.910 --> 01:51:55.940
Great job. Yeah. We're going to praise him for what he did. Well, right.
Give him that encouragement. Um, and instead of just saying, great job.

764 "Brandy Allen" (3978936832)
01:51:55.940 --> 01:51:59.930
What specifically did he do a great job on.

765 "Brandy Allen" (3978936832)
01:51:59.930 --> 01:52:05.540
When we give that encouragement, we want to try to be very specific about
what they did. Well.

766 "Brandy Allen" (3978936832)
01:52:08.690 --> 01:52:12.140
Hard work pays off. Yeah, that's right.

767 "Brandy Allen" (3978936832)
01:52:12.140 --> 01:52:17.390
Yeah, and how is Alex feeling.

768 "Brandy Allen" (3978936832)
01:52:17.390 --> 01:52:22.760
Yeah, that's awesome. Your hard work paid off. We don't have that empathy
in there yet. So.

769 "Brandy Allen" (3978936832)
01:52:22.760 --> 01:52:29.840
How can we give an empathy statement to Alex and reflect back how he's
feeling in that situation?

770 "Brandy Allen" (3978936832)
01:52:39.170 --> 01:52:47.540
And a lot of times empathy statements start with phrases like, you look
link, or you seem blank.

771 "Brandy Allen" (3978936832)
01:52:47.540 --> 01:52:51.680
I can tell that you're feeling blank.

772 "Brandy Allen" (3978936832)
01:52:51.680 --> 01:52:55.700
And we're going to put a feeling word in those blanks.

773 "Brandy Allen" (3978936832)
01:52:55.700 --> 01:53:00.770
So, can somebody tell me what.

774 "Brandy Allen" (3978936832)
01:53:00.770 --> 01:53:04.610
What empathy statement would you give Alex?

775 "Brandy Allen" (3978936832)
01:53:09.530 --> 01:53:17.330
Yeah, you must be so proud of yourself. Exactly. Right. He's got to feel
proud of himself. He feels pride.

776 "Brandy Allen" (3978936832)
01:53:17.330 --> 01:53:22.880
Yeah, for sure. That's a great empathy statement. You must be proud. How
do you feel about it?

777 "Brandy Allen" (3978936832)
01:53:22.880 --> 01:53:26.150
Yeah, that's empathy. And you're open ended question.

778 "Brandy Allen" (3978936832)
01:53:26.150 --> 01:53:31.280
I see the accomplishment on your face. Yeah.

779 "Brandy Allen" (3978936832)
01:53:31.280 --> 01:53:40.400
You work so hard studying look excited. How does it feel knowing your
hard work paid off? Awesome job for all? 3 in there?

780 "Brandy Allen" (3978936832)
01:53:41.895 --> 01:53:53.325
Way to go. All right. Does that make sense? We want to be having these
types of conversations with everybody we come in contact with. Right?

781 "Brandy Allen" (3978936832)
01:53:53.415 --> 01:54:00.315
We want to be asking those open ended questions, giving empathy
statements and giving them encouragement.

782 "Brandy Allen" (3978936832)
01:54:00.400 --> 01:54:03.890
On what they are doing, or have done. Well.

783 "Brandy Allen" (3978936832)
01:54:03.890 --> 01:54:09.860
So, we are getting close to the end of our time here.

784 "Brandy Allen" (3978936832)
01:54:09.860 --> 01:54:15.260
I am going to jump through a couple of topics that I want to make sure we
hit.

785 "Brandy Allen" (3978936832)
01:54:15.260 --> 01:54:24.170
We talked a little bit about that pivot tool that we use for junk
behavior. Let's go into that a little bit. Um.

786 "Brandy Allen" (3978936832)
01:54:24.170 --> 01:54:38.690
So, remember, don't behavior has a why usually there's some type of pay
off for the individual when they have junk behavior, maybe to get
attention or comfort or to get a reaction.

787 "Brandy Allen" (3978936832)
01:54:38.690 --> 01:54:47.690
Maybe they make you go away like, they get to escape because you can't
handle the junk behavior. So you just leave the room.

788 "Brandy Allen" (3978936832)
01:54:47.690 --> 01:54:58.130
Basically, remember all those shrunk behaviors have a purpose, and we
need to figure out what purpose they are serving for that individual.

789 "Brandy Allen" (3978936832)

01:54:58.130 --> 01:55:04.820
And remember that serious behavior often escalates.

790 "Brandy Allen" (3978936832)
01:55:04.820 --> 01:55:15.110
With junk behavior as the start so we have junk escalates to serious.
Sometimes when we react to that junk behavior.

791 "Brandy Allen" (3978936832)
01:55:15.110 --> 01:55:26.060
So we want to make sure that we are mindful of our reactions to junk
behavior so that we don't escalate into serious.

792 "Brandy Allen" (3978936832)
01:55:26.060 --> 01:55:32.120
And here are the steps to pivot. There are 3 different ways to pivot.

793 "Brandy Allen" (3978936832)
01:55:32.655 --> 01:55:46.755
The 1st, 1 is where we just pivot on the individual who is having junk
behavior. And what that looks like is that we just continue to have a
conversation with that person. Like, the junk behavior is not even
happening.

794 "Brandy Allen" (3978936832)
01:55:47.150 --> 01:55:52.490
Another 1 that we could use would be pivot to another person.

795 "Brandy Allen" (3978936832)
01:55:52.490 --> 01:56:05.750
This is where we have this person here, who's having the junk behavior,
and we might have another person in the room over here. We're going to
briefly turn our attention from this junkie guy.

796 "Brandy Allen" (3978936832)
01:56:05.750 --> 01:56:08.840
Over here to the other person in the room.

797 "Brandy Allen" (3978936832)
01:56:08.840 --> 01:56:20.270
Maybe ask them an open ended question. Hey, John. How's your day going
today? What? What are your plans? We have a brief conversation and then
we turn back to the junkie guy.

798 "Brandy Allen" (3978936832)
01:56:20.270 --> 01:56:30.680
And we say, oh, hey, you know, you're doing a really great job on that
puzzle. What are your plans for today? We come back to them point out
something they're doing. Well.

799 "Brandy Allen" (3978936832)
01:56:30.680 --> 01:56:36.620
And engage them in that positive interaction that's pivot on another
person.

800 "Brandy Allen" (3978936832)
01:56:36.620 --> 01:56:41.390
Then the 3rd option we have for pivot is pivot on an activity.

801 "Brandy Allen" (3978936832)
01:56:41.745 --> 01:56:56.685
That looks almost exactly the same as pivot on another person. Only
instead of the other person being here, you're focused on an activity
maybe that's nearby you. So, like, maybe you're writing out some notes,
or you're typing up an email.

802 "Brandy Allen" (3978936832)
01:56:57.345 --> 01:57:01.305
It's something that's nearby that you can focus your attention on for 10.

803 "Brandy Allen" (3978936832)
01:57:01.390 --> 01:57:06.110
15 seconds before you turn back to this junky person.

804 "Brandy Allen" (3978936832)
01:57:06.110 --> 01:57:09.110
And you point out something that they're doing well.

805 "Brandy Allen" (3978936832)
01:57:09.110 --> 01:57:12.830
And engage them in that positive interaction.

806 "Brandy Allen" (3978936832)
01:57:12.830 --> 01:57:17.180
So those are the 3 types of pivot.

807 "Brandy Allen" (3978936832)
01:57:17.535 --> 01:57:27.225
When you use pivot, you need to recognize that we want to try to avoid
giving our positive attention to the person while the junk behavior is
occurring.

808 "Brandy Allen" (3978936832)
01:57:28.245 --> 01:57:37.065
So, when we turn away, like, with the pivot on another person or the
pivot on an activity, hopefully before we turn.

809 "Brandy Allen" (3978936832)
01:57:37.180 --> 01:57:45.950
We see that junk behavior start to diminish a little bit, but even if it
doesn't, we're still going to pivot back to them.

810 "Brandy Allen" (3978936832)
01:57:45.950 --> 01:57:49.400
That's what pivot looks like.

811 "Brandy Allen" (3978936832)
01:57:49.400 --> 01:57:58.640

So another thing to remember about pivot, we talked earlier about ignoring and why that can be coercive. Um.

812 "Brandy Allen" (3978936832)
01:57:58.640 --> 01:58:02.780
Because when we ignore behavior, it can be reinforcing.

813 "Brandy Allen" (3978936832)
01:58:02.780 --> 01:58:10.040
I am sure that you've all seen or heard a kid in the store who says mom.

814 "Brandy Allen" (3978936832)
01:58:11.415 --> 01:58:14.895
Mom mom,

815 "Brandy Allen" (3978936832)
01:58:15.435 --> 01:58:30.015
that's going to behavior burst when you ignore that behavior or likely to see that behavior continue to increase and become more escalated because we're ignoring it. Um, that person is not.

816 "Brandy Allen" (3978936832)
01:58:30.040 --> 01:58:40.010
Getting the need met, um, when we ignore their behavior. So, the advantage of pivot is that.

817 "Brandy Allen" (3978936832)
01:58:40.010 --> 01:58:52.335
It can increase those desirable and just okay. Behaviors because when we turn back to them, or when we continue to have that positive interaction with them, we're pointing out the things that they're doing.

818 "Brandy Allen" (3978936832)
01:58:52.335 --> 01:58:56.415
Well, we're pointing out this desirable and just okay. Behaviors.

819 "Brandy Allen" (3978936832)
01:58:57.980 --> 01:59:07.905
We're not giving our attention to undesirable behaviors. We're not pointing that out and giving it our attention. It helps prevent those behavior burst.

820 "Brandy Allen" (3978936832)
01:59:08.715 --> 01:59:16.935
When we use pivot, it can help prevent that escalation the serious behavior because we're not reacting to the jumps.

821 "Brandy Allen" (3978936832)
01:59:17.390 --> 01:59:20.810
Hello.

822 "Brandy Allen" (3978936832)
01:59:24.075 --> 01:59:37.064

Um, I'm, we're right at time, so I'm going to practice our pivot activity for. I'm going to skip our practice pivot activities. Um, if you have any questions about pivot.

823 "Brandy Allen" (3978936832)
01:59:37.340 --> 01:59:47.750
Feel free to email us and we can do some practice with you. We also have some trainings specifically on some of these tools skills that we offer.

824 "Brandy Allen" (3978936832)
01:59:47.750 --> 01:59:54.230
The last thing I want to hit before we end today is to stay close hot.

825 "Brandy Allen" (3978936832)
01:59:54.230 --> 02:00:02.745
Interactions so stateless hot interactions look exactly the same as stay close interactions.

826 "Brandy Allen" (3978936832)
02:00:03.105 --> 02:00:11.385
The only difference is that we may have to repeat that O, E, until the person calms down.

827 "Brandy Allen" (3978936832)
02:00:11.750 --> 02:00:24.045
So, we might have to ask multiple open ended questions or give multiple empathy statements and make sure that we're giving that individual encouragement for what they're doing.

828 "Brandy Allen" (3978936832)
02:00:24.045 --> 02:00:27.225
Well, until they start to calm down.

829 "Brandy Allen" (3978936832)
02:00:27.590 --> 02:00:32.480
And once they have started to de escalate.

830 "Brandy Allen" (3978936832)
02:00:32.480 --> 02:00:43.490
That's the point when we can direct them to an alternative behavior, maybe something that continues to help them calm down something they enjoy or maybe a system with.

831 "Brandy Allen" (3978936832)
02:00:43.490 --> 02:00:55.700
Problem solving, so, whatever situation got them escalated. Maybe once they've de escalated a little bit, they're ready to talk about it and we can talk about how to solve that problem.

832 "Brandy Allen" (3978936832)
02:00:58.910 --> 02:01:06.920
It is especially important in those stay close hot interactions that we use empathy. Um.

833 "Brandy Allen" (3978936832)
02:01:06.920 --> 02:01:18.500
That's really going to help that person know that you care about them
that you recognize how they're feeling you can identify their emotions
and their point of view. Um.

834 "Brandy Allen" (3978936832)
02:01:18.500 --> 02:01:25.190
And you understand why their feelings make sense given their situation.

835 "Brandy Allen" (3978936832)
02:01:29.480 --> 02:01:37.610
So, I just have a few more resource slides here for you today and we are
going to wrap it up.

836 "Brandy Allen" (3978936832)
02:01:37.610 --> 02:01:48.410
Um, this slide has a QR code for the 10 common conversions podcasts. If
you guys are interested in more information about those.

837 "Brandy Allen" (3978936832)
02:01:49.365 --> 02:02:02.565
We also offer full tools of choice courses where we go into more detail
and practice on some of these skills that we've talked about today. This
QR code will take you to event, right?

838 "Brandy Allen" (3978936832)
02:02:02.565 --> 02:02:05.475
Where you can register for 1 of those classes.

839 "Brandy Allen" (3978936832)
02:02:07.005 --> 02:02:20.385
And then we also offer family, coaching workshops. These are 1 hour
sessions that occur in the evening. We're getting ready to wrap up the
1st, half of this year.

840 "Brandy Allen" (3978936832)
02:02:20.720 --> 02:02:34.515
They happen every 2 weeks, and they're just 1 hour sessions where we go
over 1 of the tools from the tools of choice curriculum. We have 1 more
of these next week on the 23rd.

841 "Brandy Allen" (3978936832)
02:02:34.515 --> 02:02:40.695
That will be the last 1 of the 1st, half of the year. And we will start
these back up again. again

842 "Brandy Allen" (3978936832)
02:02:40.720 --> 02:02:46.490
In August, so be watching for that information if you're interested in
those.

843 "Brandy Allen" (3978936832)
02:02:46.490 --> 02:02:53.600

All right, thank you all so much for your participation today. You guys were a great group.

844 "Brandy Allen" (3978936832)
02:02:53.600 --> 02:02:57.320
Robert, the slides this.

845 "Brandy Allen" (3978936832)
02:02:57.320 --> 02:03:06.200
Presentation was actually recorded and so the slideshow and the presentation will be available shortly on the website.

846 "Brandy Allen" (3978936832)
02:03:10.340 --> 02:03:14.930
All right, thank you. Everyone have a great rest of your day.