
Engaging others in change

Video audio transcription



The
Right
Direction

Working together on positive
behaviour support (PBS)

Video audio transcription

Engaging others in change



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Behaviour support planning is one thing, but implementing the plan needs people to change both the way they think about the person and their support and how they do things.

Changing behaviour is actually quite challenging, but it can be straightforward with the trick or two.

So, firstly bring the right people into the change. Think about the person's support network and their chosen Circle of Support.

My favourite model is the ADKAR Model, which is both simple and useful.

So, let me briefly explain.

The A is for awareness. That something needs to change and people know why.

The D is for desire. What will get better? We want people to want to do this. And this is about quality of life for everyone involved.

The K is for knowledge. They need to know how to make the change.

The second A is about ability. So people having the skills to do it. As a practitioner, that might be as simple as encouragement or coaching people to ensure that they have the skills they need to make the change.

And finally, we have R, reinforcement. Behaviour change takes time and it can be easy to fall back into old habits.

So, checking in to see how things are going and celebrating with people when things are going well. Reminding them of the things that they need to do to continue making a difference.

This model can be used on others too. So, for example, with the participant, think carefully about when you use your resources and how you present the behaviour support planning process to them.

The Right Direction resources have been deliberately provided in small parts to allow you to follow this process in your planning and implementation.

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How will you use these ideas to improve engagement in your behaviour support practice?

Web address: therightdirectionpbs.com

Reference: ADKAR Model developed by Jeff Hiatt (2003), prosci.com



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Funded by the NDIS Quality and
Safeguards Commission Grants Program



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