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## CHALLENGES & SOLUTIONS TO IMPLEMENTING POSITIVE BEHAVIOUR SUPPORT:

EMPOWERING LIVES OF PEOPLE WITH ABI THROUGH  
MINIMISING RESTRICTIVE INTERVENTIONS

### Yooralla Cotham Road

- ◉ ABI supported accommodation
- ◉ The challenge of ABI and behaviours of concern

## Downward Spiral

Behaviour occurs

- ↓ Workers develop negative feelings. Negative interactions. Low expectations
- ↓ Person experiences negative interactions and reacts to this emotionally/behaviourally
- ↓ Decreased opportunities and social isolation
- ↓ Person experiences additional problems e.g. boredom, frustration and sense of hopelessness
- ↓ Behaviours increase

## The Solution

- ⦿ The whole solution lies with the worker
- ⦿ Individual skills:
  1. - understanding the brain
  2. - understanding behaviour as a concept
  3. - understanding what you're bringing to the situation

## Upward Spiral

Behaviour occurs

- ↑ Workers understand problems and remain positive and hopeful of change
- ↑ Person experiences positive interactions
- ↑ Workers set out to modify triggers and provide opportunities to develop strengths
- ↑ Person engaged in positive activity, experience success and stimulation
- ↑ Behaviours of concern decrease

## 1. Understand the brain

- All brains are different set of strengths and weaknesses
- All ABIs are different and require individual approach

## 2. Understand behaviour

- ABC model
- Key to behaviour support is this:

We keep doing things that:

- a) get us something positive
- b) remove something negative
- Use this to
- 1) understand why behaviours of concern keep happening
- 2) develop proactive strategies to support behaviours you want to see more often

## 3. Understand yourself

- What pushes your buttons?
- What attributions are you making about the cause of the behaviour (why is it happening)?
- (purposeful, in control, unusual, personal, permanent)
- Helpful attributions:
  - Behaviour is affected by external factors
  - Behaviour changes with time/situations
  - Person is not in control (ABI)
  - This behaviour will happen in anyone in similar situation
- Use empathy wisely

## The Solution

- All interactions with the person:
  - 1. Understand the brain
  - 2. Understand behaviour
  - 3. Understand yourself
- What does this mean in practical terms?

## Change what you see...

- Person (our client) isn't needing to change, we need to change to support them and what's going on for them
- See the client differently...and treat them accordingly...
- This is a real person. Find moments to see him as a person (not a disability), and treat him as a person (understanding that the ABI is there)
- BALANCE

## Change what you do...

- ⦿ Duty of care – support the ABI
- ⦿ Consistency
- ⦿ Individual strategies for all residents  
(built on years of experience, always  
changing, always documented)
- ⦿ Balance between “rights” and necessary  
duty of care...understanding what the  
risks are and supporting them
- ⦿ The way we talk

## Change what you do...

- ⦿ Proactive, problem solving approach
- ⦿ Respond don't react
- ⦿ Don't set up for failure
- ⦿ Support positive life

## The Solution

- ① 1. Understand the brain
- ② 2. Understand behaviour
- ③ 3. Understand yourself
- ④ 4. UNDERSTAND THE PERSON

## Support the person

- ① Help feel good about themselves
- ② Help feelings of control
- ③ Develop understanding of strengths
- ④ Validate
- ⑤ Support who they are, not who we want them to be (requires us to get to know them)
- ⑥ Lifestyle plans a good tool for this...

## Aim of all support

- Not simply to reduce behaviours of concern
- Not simply to increase positive behaviours
- Think much bigger picture:
  
- Helping people to have a life

## He's a lovely old guy!

1. I understand his **brain** (memory, repetitive questions, impulse control etc.)
2. I understand his **behaviour** (why he does what he does, triggers etc.)
3. I understand **myself** (what pushes my buttons about him, give e.g.)
4. I UNDERSTAND **HIM** (most important bit)

## Getting everyone on board...

- ◉ House culture
- ◉ It is not the person who must change – it is the workers
- ◉ Team leader role
- ◉ Skills/qualities of workers
- ◉ Role of external support

- ◉ Thank you!