

The BILD Positive Behaviour Support International Research and Practice Conference 2014

Pre-Conference Symposium on Trauma Informed Care

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Bob Bowen

BILD PBS Conference 2014
Pre-Conference Symposium



Neurosensory Systems, Trauma Informed Services, and Positive Behaviour Support


*Supporting Teams to
Implement Best Practices
in Their Workplaces*



Supporting People with Complex Behaviours




Objectives

- **Define Co-Management**
- **Identify the benefits of a Transdisciplinary Team**
- **Identify the 10 principles of Trauma Informed Services**
- **List the factors that impede teamwork**
- **Describe the elements of effective teamwork**
- **Identify the components of Positive Behaviour Support** 



The Foundation of All Human Services




- Relationship is the most important therapeutic intervention to lower the frequency, duration, and intensity of threats of violence and the need for restraint” (Breggin, 1999) 



Co-Management




- A belief that we work with
- And we work for service users
- Least restrictive
- Most Supportive (The Mandt System[®], 2014) 




10 Principles of Trauma Informed Services

- *Recognizes Impact on Coping & Development & Strategies*
- *Recovery is Primary Goal*
- *Uses an Empowerment Model*
- *Maximizes Choice and Control*
- *Relational Collaboration Between Service User and Service Provider*
- *Environment Provides Safety, Respect, and Acceptance*
- *Uses a Strengths Based Model to Address Behaviour Change*
- *Minimizes Re-Traumatization*
- *Culturally Sensitive and Competent*
- *Solicits Consumer Input and Involvement in Designing and Evaluating Services*

(Elliot et al, 2005) 



Teamwork – It's Not Rocket Science

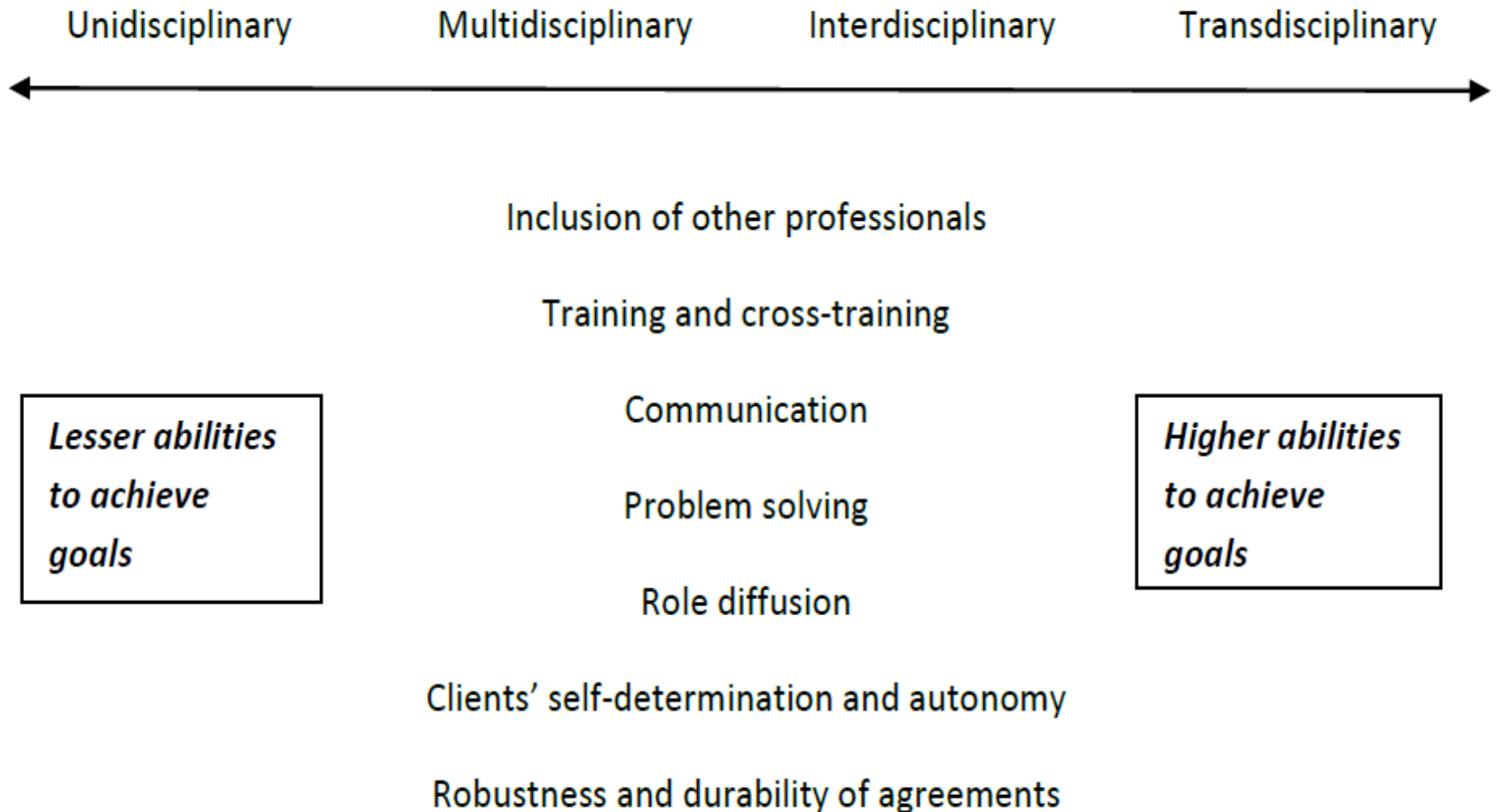
- It's harder!
- Rocket science is easy
- One unknown variable – payload mass
- Everything else is math
- Teamwork has more unknown variables
- To increase success we have to work together
- Transdisciplinary teamwork 




(The Mandt System®, 2014)



The Transdisciplinary Model




Team Level Implementation

- Requires training to be delivered
- And received!
- Many examples of training that was delivered but not received
- Training is not an outcome
- Many organizations see training as a “tick the box” activity
- Training is a key input in achieving a goal 



Building Teams


Teams fail because of:

- Lack of knowledge about the problem
- Lack of skill to address the problem
- Lack of self-confidence
- Lack of objectivity
- Poor relationships between members (Detmer et al, 2005) 



Building Teams

Teams succeed because:

- More knowledge with diverse backgrounds
- Members with diverse skills share those skills
- Your strengths support my weaknesses
- Together we can be more objective
- Build healthy relationships 



PBIS Original Definition (Horner et al, 1990)

- *PBIS focuses on altering the **antecedents** or triggers of behavior, in order to reduce the likelihood that a specific behavior will be repeated in the presence of the antecedent.*




But . . . Many staff feel consequences, especially punishment, are the best way to address behaviour change



PBIS Original Definition (Horner et al, 1990)

- *PBIS teaches skills to people who may not have developed the **appropriate behavioral responses to stimuli**, giving rise to what becomes behavioral challenges later in life.*

But . . . Many staff believe that current behaviours only come from current issues and belittle childhood events 



PBIS Original Definition (Horner et al, 1990)


- *“PBIS uses **quality of life** as both an intervention and an outcome measure and achieves reduction in targeted behaviors as a secondary by-product of quality of life for the individual.”*

(Horner et al, 1990)

But . . . Our culture says you get QOL because of what you DO, not because of who you ARE. A major dis-connect exists here.



Motivating Teams to Implement TIS

- First, people can only give what they have
- To motivate staff to implement trauma informed services
- We as managers, regulatory and funding agents need to treat staff using TIS and PBIS
- Lead by example
- Provide training as an key input
- Measure the presence of the positive, especially QOL, not just the absence of a negative 



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