

9

Key features of good Positive Behaviour Support & common misunderstandings

PBS is



Positive Behaviour Support is a values led, person centred approach which applies the scientific understanding of behaviour to **increase quality of life** and **reduce behaviours that challenge**

PBS is not



Based on Science

Using the scientific principles of behaviour to bring about meaningful change.



Just Being Positive

Being positive and kind to people is nice but is not sufficient alone for meaningful behavioural change.

Values Led & Person Centered

See everyone as an equally valued member of society, avoiding use of aversive strategies. The person's needs & wishes at the centre.



Manipulating Behaviour

Using the science of behaviour alone can lead to a reward and punishment approach. That's why PBS has a strong ethical and value base.

About Relationships and Communication

Trusting relationships are the first step in all PBS practice. People's thoughts & feelings are important in understanding how to support them.



Solely Focussed on Behaviour

Observing behaviour is important in PBS. However, alone this leads to a cold approach which doesn't take into account the person's preferences, their history and their network.

Function Based

ALL behaviour has a purpose & function. The functions are: to gain items/activities/sensory stimulation or to avoid people/situations/tasks/pain or discomfort.



Guess Work

Guess work leads to trial and error approaches. These can often increase behavioural issues.

Data Led Decision Making

Using observable data is essential for deciding whether an agreed plan is making a positive difference or not.



Only Using Opinion about Change

Opinions are important, but alone they can lead to misleading conclusions when evaluating interventions.

Adding New Skills & Opportunities

Replace behaviours that challenge with new skills, increasing independence and improving quality of life through new opportunities.



Removing Problem Behaviours

Focussing on reducing behaviours risks increasing other problem behaviours and the restrictions on the person's life.

Supervision, Coaching & Feedback

Ensuring that staff & carers have appropriate supervision, coaching and feedback means that they know how to implement PBS in practice, not just in theory.



Taking a 'Train & Hope' Approach

Information based training is good for developing PBS knowledge. But on its own can mean a poor return on investment and little change due to a lack in practical skills.

Teamwork

Including the person, staff & family plus practice leaders & those at consultant level is key to ensuring that what's agreed is appropriate, valid & will be implemented.



Expert Alone

One person writing up a PBS plan without real consultation with key people can lead to plans being impractical, inappropriate and most likely ignored.

A Multicomponent Approach

A PBS intervention plan should have a number of strategies. Most should be proactive, to meet people's needs & improve quality of life; plus some reactive strategies for when the behaviour occurs.



A Single Behaviour Strategy

Positive change cannot be made using one strategy. Repeated use of a strategy when the behaviour occurs will lead to the behaviour happening again & again.