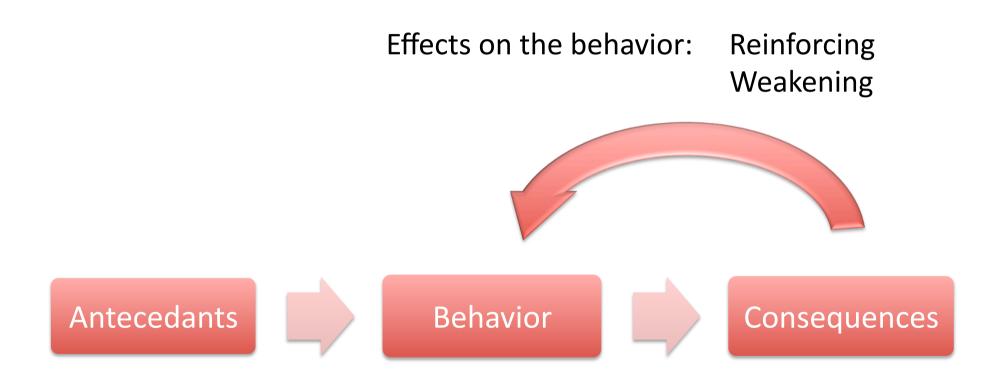
How do we use behavior analysis in change programs?

Chair: Rolf Olofsson

The aim of the session

- Summary of some concepts of Behavior Analysis
- Apply behavior analysis on a case and discuss a change program
- Participants are invited to give their own examples of using behavior analysis in change programs

Behavior analysis



Antecedants (discriminatory stimulus)

- Stimulus present immediately before or at the same time as the behavior
- Give information about past experience of consequences of different behaviors

Consequences

 Stimulus following a behavior and increase or decrease the probability of that behavior in the future

 Important to separate that stimulus from other effects of the behavior that not influences the future probability of the behavior

Motivational operations

- Factors in the environment influencing the power of different contingencies.
- Could increase or decrease the strengths of the consequences

RKMM

- Riktning (direction): Clear goals, expectations
- Kompetens (competence): Knowledge, skills
- Möjlighet (ability): Time, tools, resources
- Motivation (motivation): Clear antecedents and reinforcing consequences

Group discussion 1

Appoint someone leading the discussion and someone to take notes Give everyone in the group time to give their opinion

- Analyze the factors influencing the behaviors of the employees.
- Focus on consequences and beware of the difference between consequences and other effects of the behavior
- Use social-, natural-, result- consequences when you do your analyzing

Total time 20 minutes

Group discussion 2

Appoint someone leading the discussion and someone to take notes

Give everyone in the group time to give their opinion

- Design a change program using your behavior analysis
- Remember to use antecedents as well as consequences when you change the contingencies.
- Discuss also "motivational operations" needed to be changed

Total time 20 minutes