

Understanding Autism-Good luck with that



It's About Relationships

- Will We Listen?
- Can We Bear It?



It's About Change

- How Will We Know?
- What Do We Need?



It's About Action

- What Places Will We Create?
- What Are We Learning?



New Mexico DDNA
October 26,2012

Chris Heimerl
DDSD/OBS
chris.heimerl@state.nm.us
505-841-6546

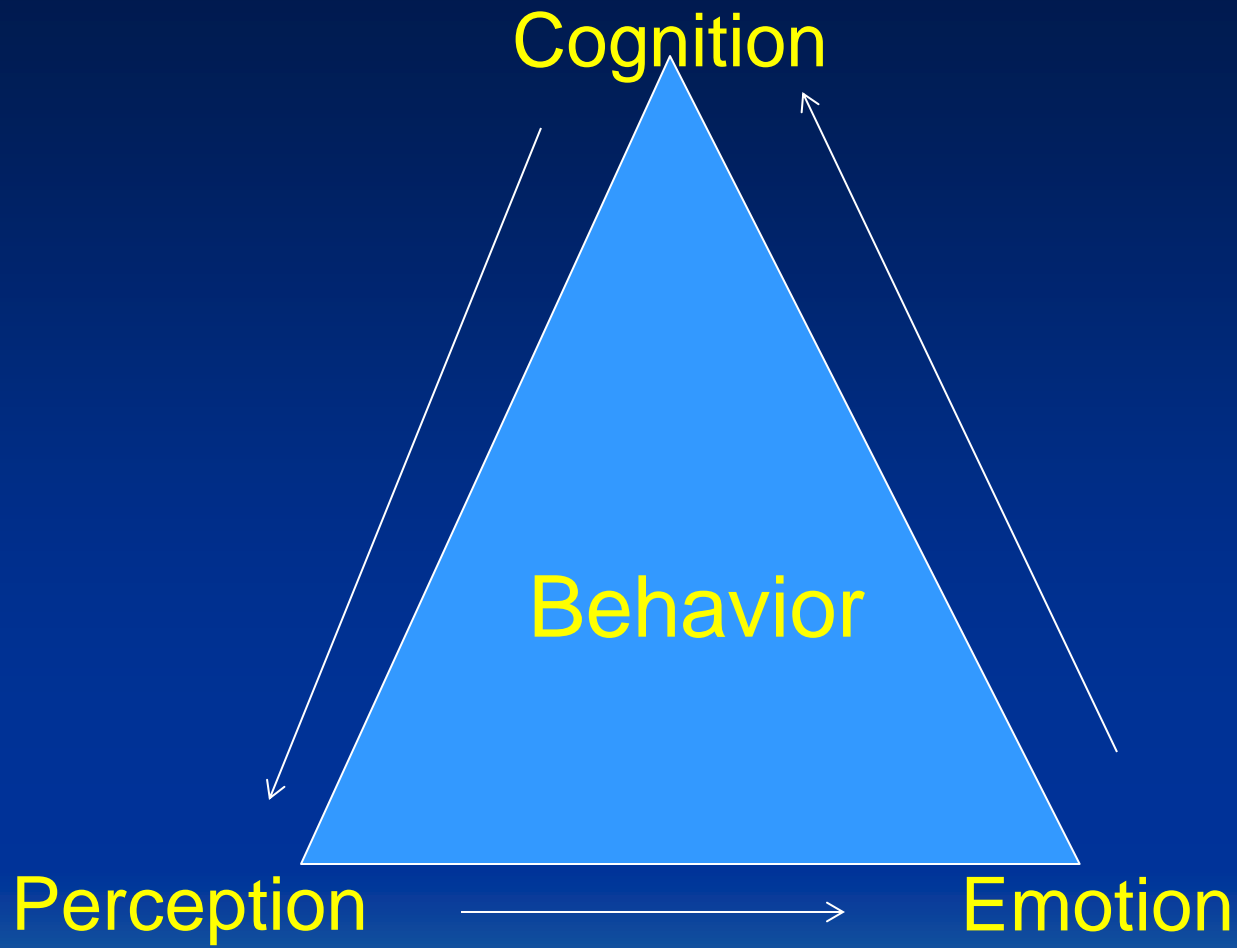
Disclaimer

Certainty is the sin of bigots, terrorists,
and Pharisees.

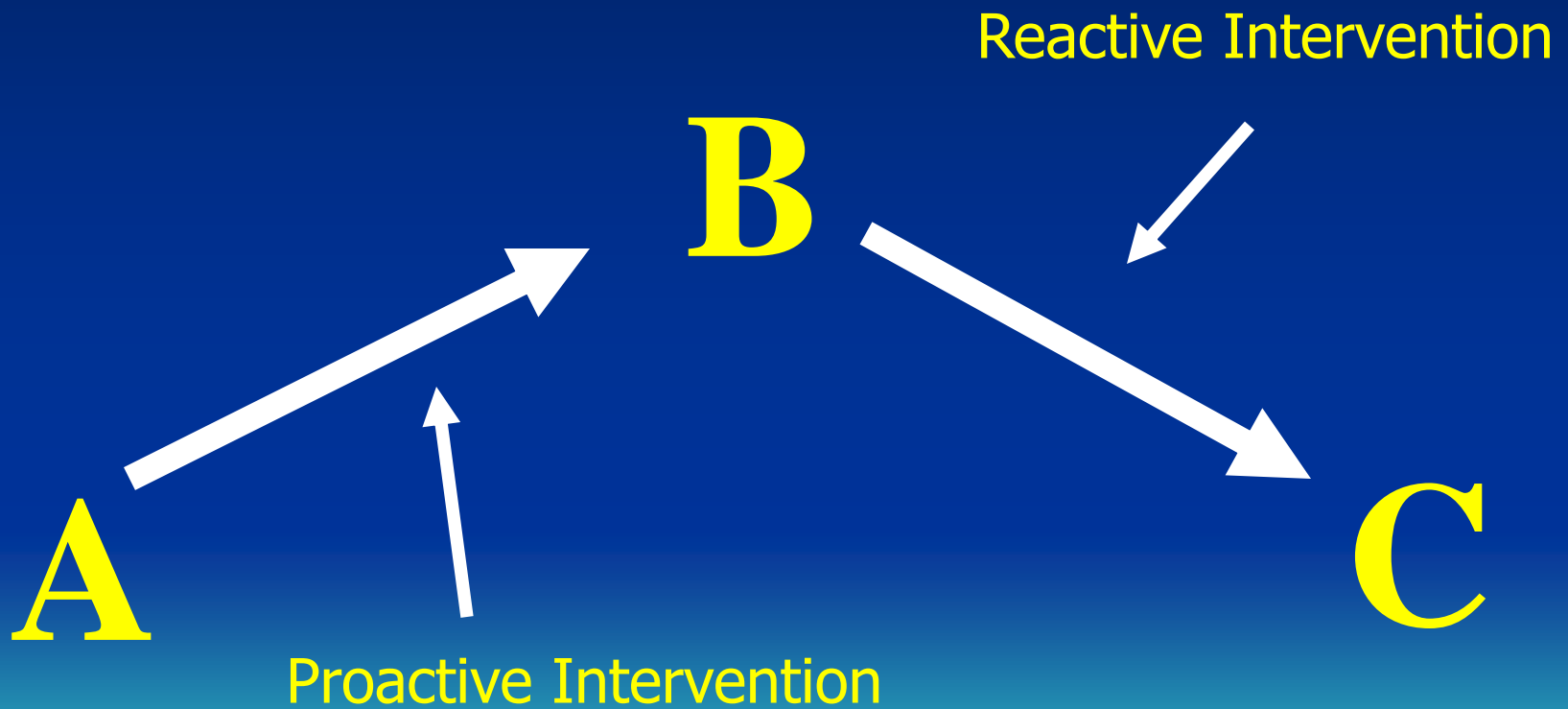
Compassion makes me think I could be
wrong.

Anthony DeMello
The Wellspring of Life





ABC's of Changing Behavior



Antecedants as unmet needs

Personal Autonomy

- Control
- Choices
- Power
- Self regulation
- Pleasure and joy
- Accomplishment

Relationships

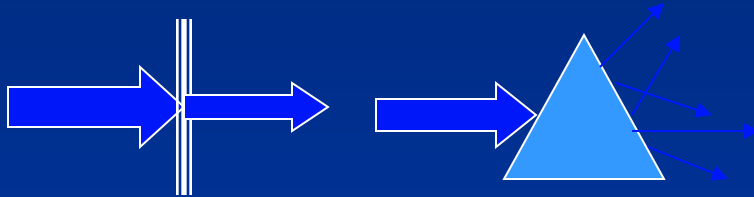
- Interdependence
- Safety and trust
- Communication
- Self esteem
- Sense of belonging
- Generosity



Antecedants as unmet needs

Sensory Regulation

Filter v. Prism



Escape and Avoidance

I don't understand . . .
I don't like this . . .(pain)
I don't like you . . .
I don't want to . . .

Attention

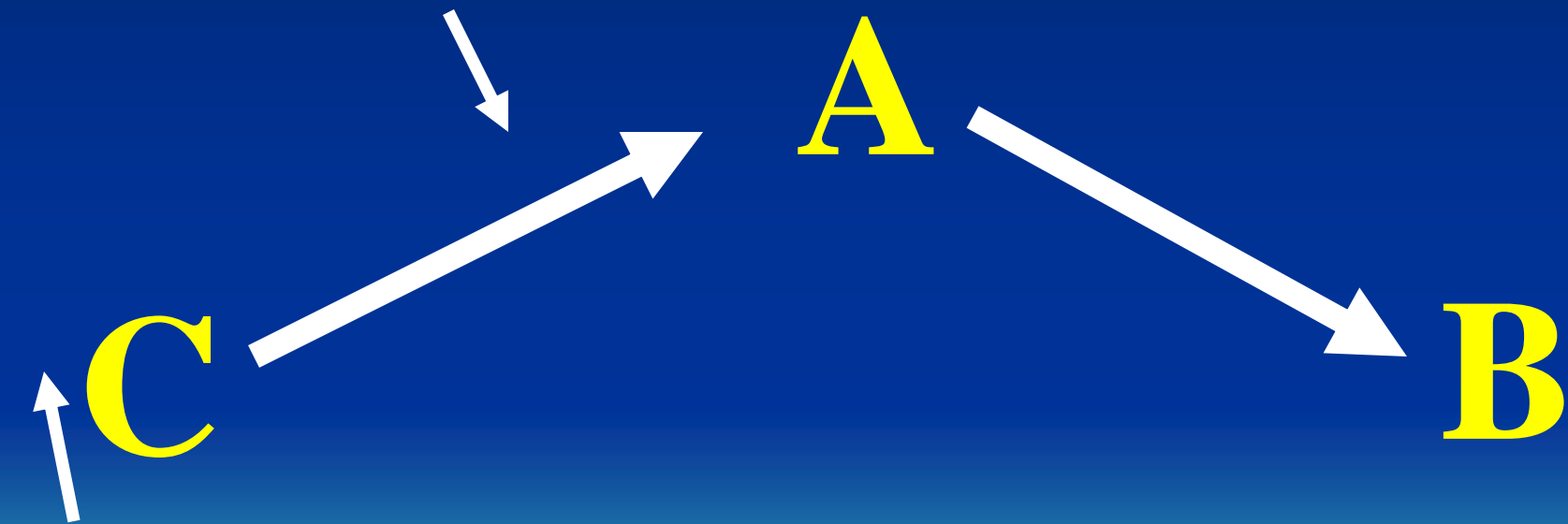
Be careful with this one
What's so great?
Is this the best way?

Tangible

Food
Object
Specific person
Place or activity

ABC's of Changing Behavior

Reactive Intervention



Proactive Intervention

Becoming a Disciplinarian

Skill 1

- Be a leader, parent, teacher, and therapist worth following
- Try not to be critical-your approval is critical
- Praise achievement-praise effort when achievement is lacking
- Be interested in what they do, what they say, and how they feel
- Remember how overly sensitive some individuals are-go easy on sarcasm and teasing-but use humor when appropriate
- Help identify or discover strengths and capacities
- Encourage opinions and expression of them-even ones you disagree with
- Teach responsibility by giving choices
- Be tolerant of trends, fads, and fashions by not making a big fuss
- Remember individuals in dependent relationships will do as you do, not as you say
- Give them love
- Give them hope



The Basics

You've got to have
something to eat and a
little love in your life
before you can hold still
for anybody's sermon on
how to behave.

Billie Holiday



Finding the Balance

Skill 2

- What is important *to* this person
- What is important *for* this person?

What happens in between?

Michael Smull



The Short Course

So much of our thought, time and energy are devoted to individual's extraordinary needs-arising due to impairment and disability-that we neglect or overlook their ordinary needs-those things we all want in our lives. (That are sometimes extraordinarily hard to get.)



Learning the language of behavior

Skill 3

- What is happening?
(Antecedents/Precursors)
- Then he/she does this . . . (Behavior)
- We think it means this . . . (Interpretation)
- And we should . . . (Analysis and action)



Our clients spend their lives being told by every one to behave, to be good. Few have any idea what we mean. Most get that it's about conforming to our idea of what's good and bad behavior, which we sometimes change at will. We need to ask people what they think we mean.

Chris Heimerl



Remembering to Talk

Skill 4

- On-going conversation about what works, also known as what makes sense; what doesn't work, also known as what doesn't make sense. This conversation looks at things from the individual's perspective, the team members' perspective's and the participating organizations' perspectives.



People's behavior makes sense if you think about it in terms of their goals, needs, and motives

Thomas Mann



Avoiding Power Struggles



Skill 5



Know your triggers

Avoid "hooks"

Listen

Rephrase, restate

Acknowledge feelings

Shift logical levels

Redirect

Acknowledge power issues

Give some control-choices

Offer support, problem-solving

Predict consequences

Remove from setting

Reconnect later



If fear alters behavior, you're
already defeated.

Brenda Hammond



Asking the Five Questions

Skill 6

Michael Smull

- What have we tried?
- What have we learned?
- What are we pleased with?
- What are we concerned with?
- Now what?
 - -what will we continue to do?
 - -what will we do less of or stop doing?
 - -what will we begin or return to doing?



Four Rules of the Universe

Three Roads to Quantum Gravity

Lee Smolin

1. There is one, only one, universe and it contains everything and everything it contains is connected.
2. There is one, only one, universe but many observers and every observer experiences a different reality.
3. In the future, we will know more.
4. The universe is about relationships, not events.

