Treating Severe Problem Behavior A Focus on Strengthening Socially Important Behavior

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For more information go to: www.practicalfunctionalassessment.com

Specific Process Commitments and Aims

safety understanding trust

holistic progressive

high expectations

skill development

contextual fit balanced relationships

First, we learn about the child and contexts in which problem behavior is most and least likely with an open-ended interview

| <i>Case Example:</i> Zeke, 14 years old, PDD-NOS | | From Santiago et al. (2016) JADD | | | |
|---|------|----------------------------------|--|--|--|
| Interview suggested that Zeke engaged in SIB and aggression | when | in order to | | | |

Antecedent

→ Behavior

→ Consequence

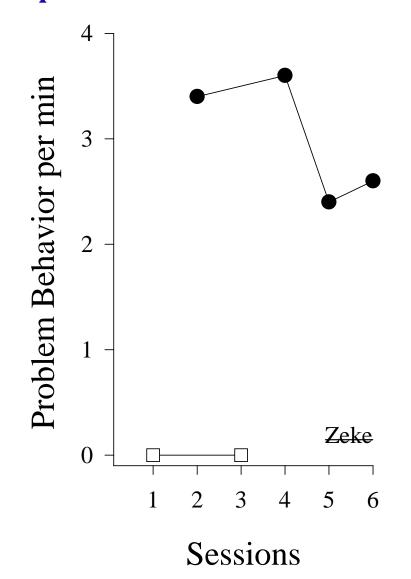
Possible establishing operations (EOs) -> Problem Behavior

→ *Possible* reinforcers

Second, we conduct an analysis to directly understand what is influencing problem behavior

Interview-Informed Synthesized Contingency Analysis Single-test condition Individualized test conditions Synthesized contingencies **Reinforce precursors to and** dangerous behavior **Test-matched control**

IISCA: Two condition analysis explicitly designed from an open-ended interview

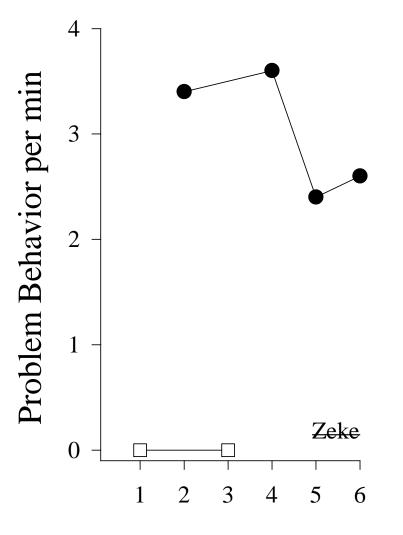


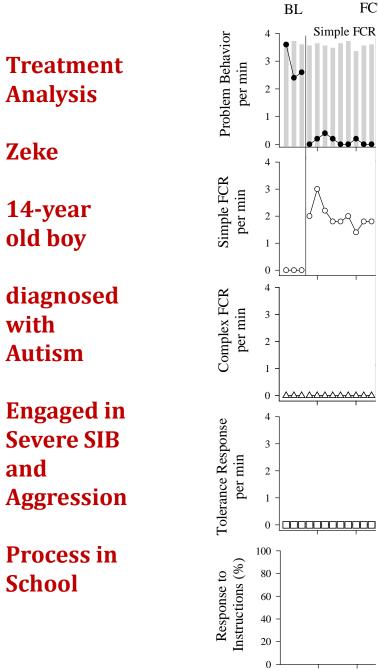
Functional Analysis

Zeke 14-year old boy diagnosed with Autism

Engaged in Severe SIB and Aggression

1:1 in Specialized School





FCT + EXT

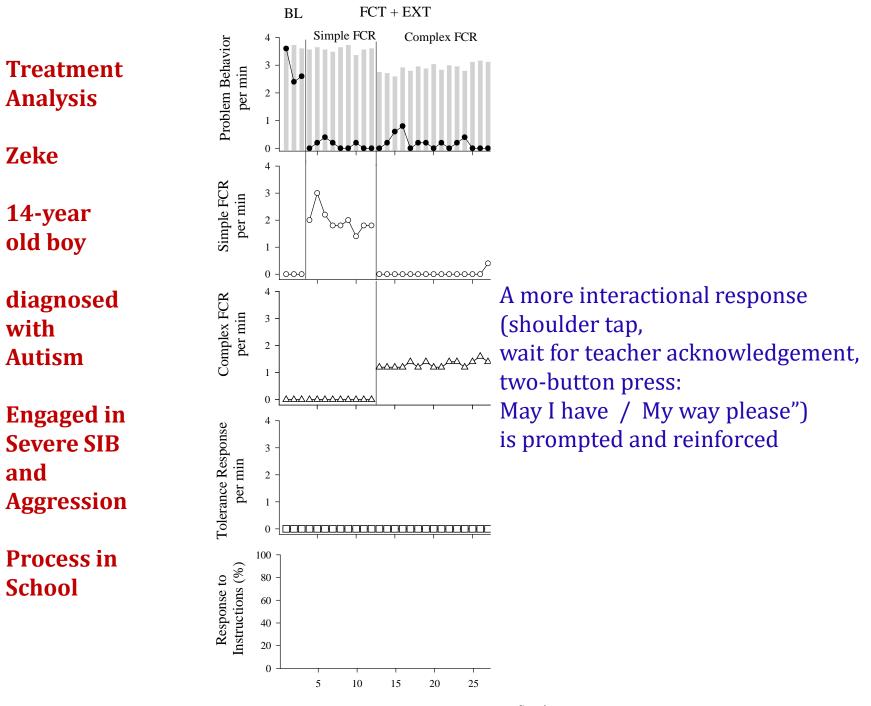
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Problem behavior no longer yields the reinforcers (escape to child-directed play and teacher attention)

A simple response (button press: " My way please") is prompted and reinforced with (escape to child-directed play & teacher attention)



Treatment Analysis

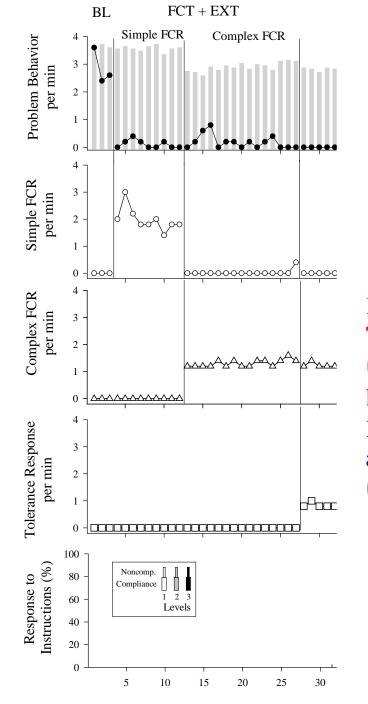
Zeke

14-year old boy

diagnosed with Autism

Engaged in Severe SIB and Aggression

Process in School



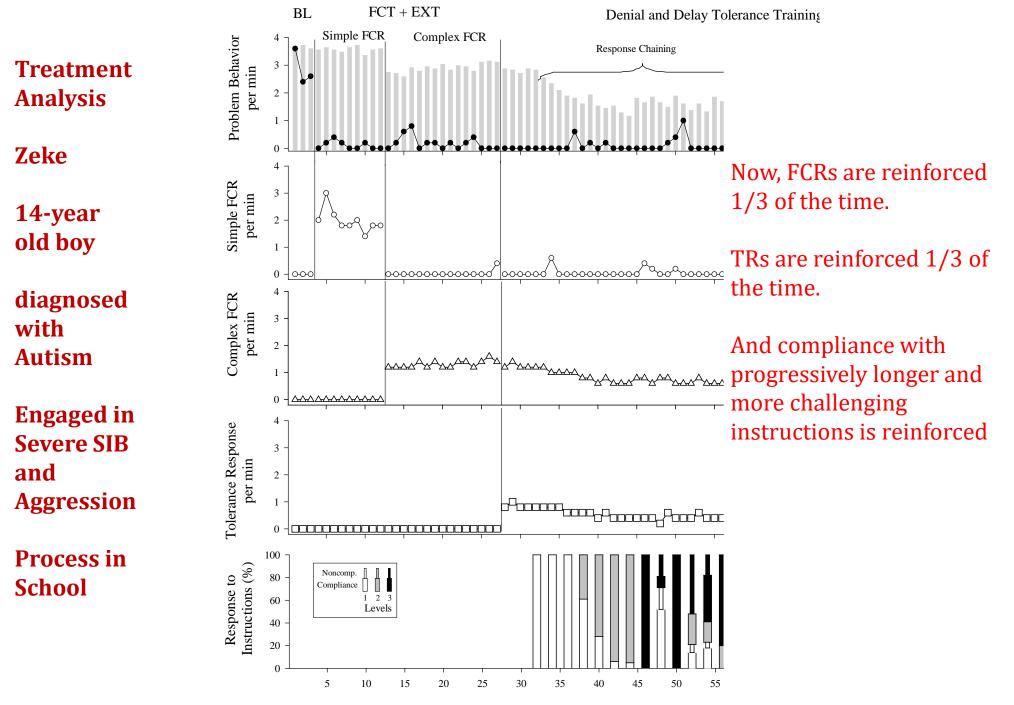
Denial and Delay Tolerance Training

Now, FCRs are reinforced half the time. The other half, the teacher denies the bid (e.g., says's no, do your work without me, please)

Responses to disappointment are prompted and reinforced: (Take a breath and nodding yes)

> Cues of disappointment, Delays to reinforcement, and unpredictable outcomes have now been introduced!





Sessions

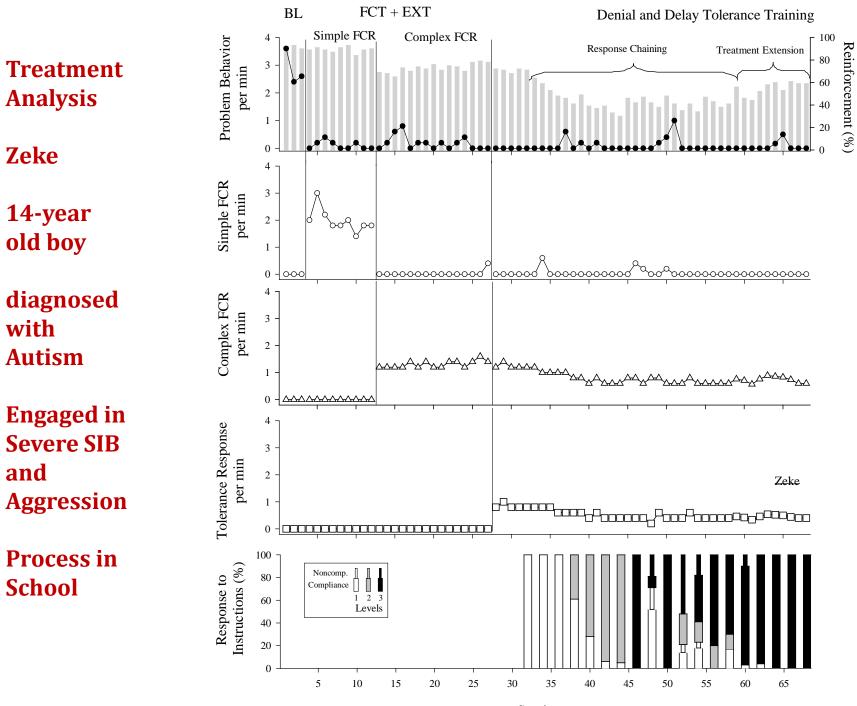
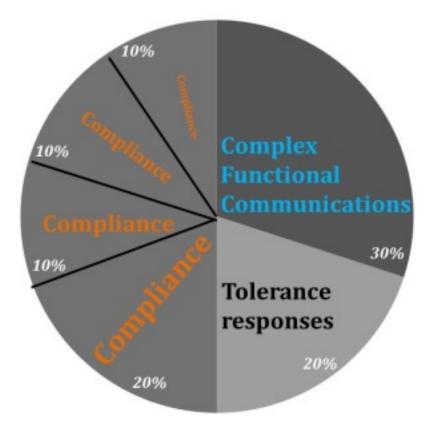


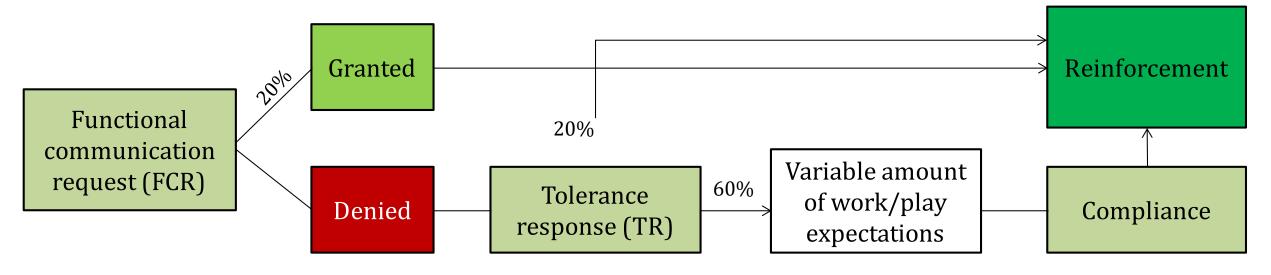
Table 2 Social acceptability questionnaire results

| Questions | | | | | | |
|--|----------|----------------|----------|------|----------|------|
| | | | Zeke | | | |
| | | | R1 | R2 | R3 | |
| 1. Acceptability of assessment procedures | | | 7 | 7 | 7 | |
| 2. Acceptability of treatment packages | | | 7 | 5 | 7 | |
| 3. Satisfaction with improvement in problem behavior | | | 7 | 6 | 7 | |
| 4. Helpfulness of consultation | | | 7 | 7 | 7 | |
| | Comfo | Comfort levels | | | | |
| | Pre | Post | Pre | Post | Pre | Post |
| | Rx R1 | Rx | Rx R2 | Rx | Rx R3 | Rx |
| | | | | | _ | |
| | | | | | | |
| | | | | | | |
| Zeke | | | | | | |
| 1. Taking away preferred items | | 7 | 7 | 7 | 5 | 7 |
| 2. Taking away preferred items/activities then immediately presenting work | | 7 | 6 | 6 | 3 | 7 |
| 3. Taking away preferred items/activities and attention | | 6 | 2 | 5 | 2 | 7 |
| Overall mean | | | | | | |
| Pre | | | | | | Post |
| 3.9 | | | | | | 6.4 |
| 7 = highly acceptably, highly satisfied, very helpful, or very comfortable | | | | | | |
| 1 = not acceptable, not satisfied, not helpful, or not comfortable | | | | | | |
| R2, R2, and R3 denote the three responders including parents and teachers | | | | | | |

What is the treatment????

Intermittent and unpredictable reinforcement of life skills: Functional Communication Delay/denial toleration Compliance





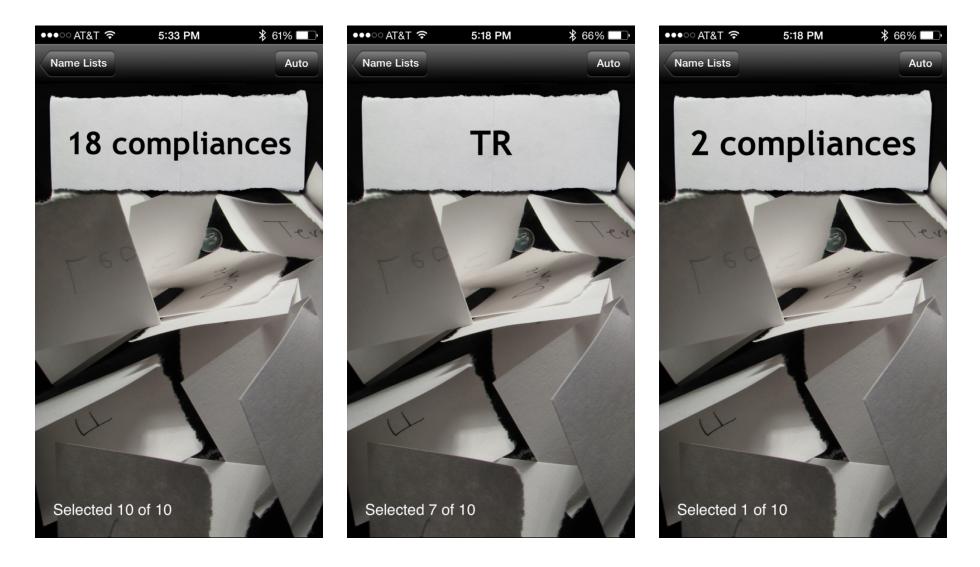
Treatment Implementation



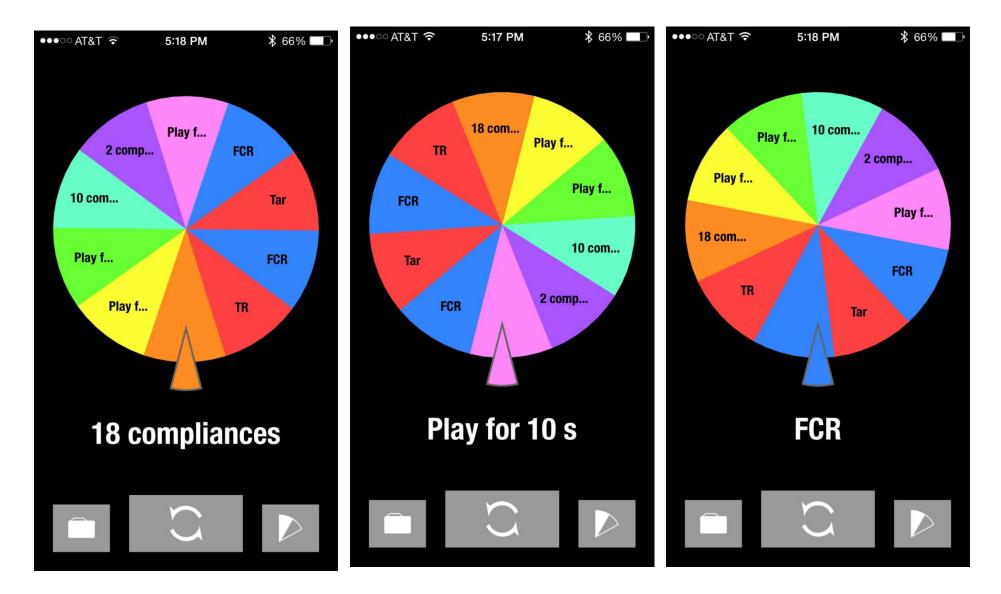
*Materials not needed: Laminate Laminating machine Glue guns Vis a vis markers Velcro Tokens Token boards Timers Stickers Candies Anything that was not already in the child's environment!

- 1. Put these in your pocket
- 2. Pull one out while child is experiencing their reinforcers
- 3. Keep it to yourself
- 4. Require that behavior next time

App called "Names in a Hat"



App called "Roundom"



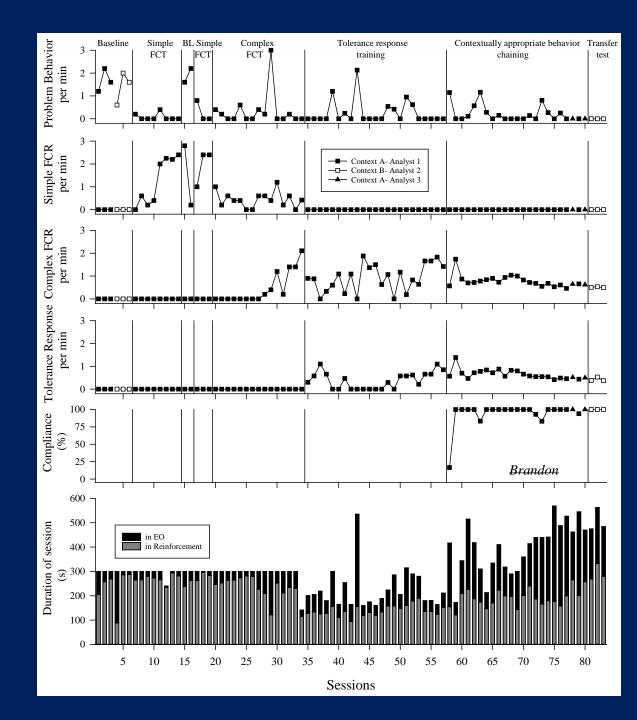
SBT - Brandon

Age: 3

Diagnosis: None

Language Level: Speaks in Short Sentences

Referred for: Aggression, Meltdowns, Noncompliance

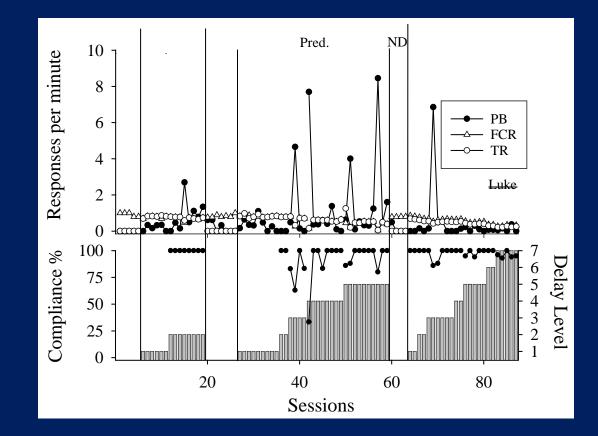




CAB Chaining

SBT - Luke

- Age: **4**
- Diagnosis: Autism, Attention Deficit Hyperactivity Disorder
- Language Level: Fully fluent speech
- Referred for: Aggression, Property Destruction, Meltdowns



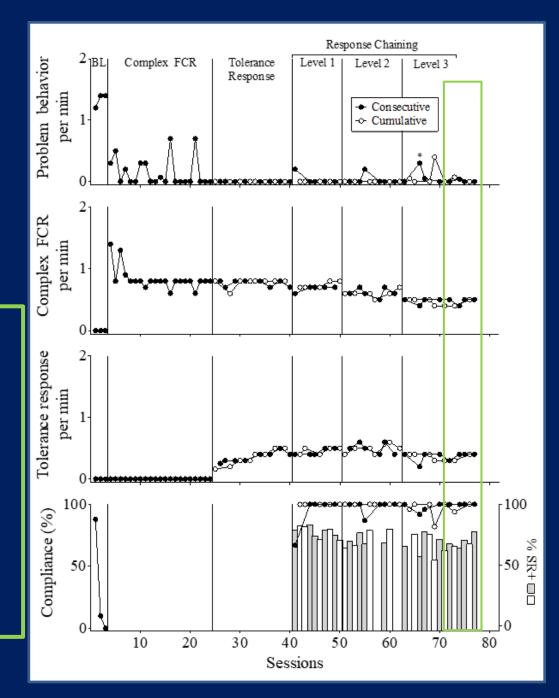
CAB Chaining



SBT - Diego

- Age: 11
- Diagnosis: Autism
- Language Level: Speaks in Short Sentences
- Referred for: Self-injurious behavior, Aggression, Property Destruction

CAB Chaining





Good alternatives to Full Extinction:

1. Partial Extinction

escape always available PB = escape to nothing vs.

Skills = escape to everything

2. No extinction with full assent

Client can leave practice sessions with all of their stuff at anytime

> They surprisingly don't very often probably due to preference for earned sr

Can we do this process without bursts or physical management (i.e., without extinction procedures)?

Will children choose to participate in these processes if they can leave with all of the reinforcers at anytime?

Can the process be made unassailable to skeptics/critics?

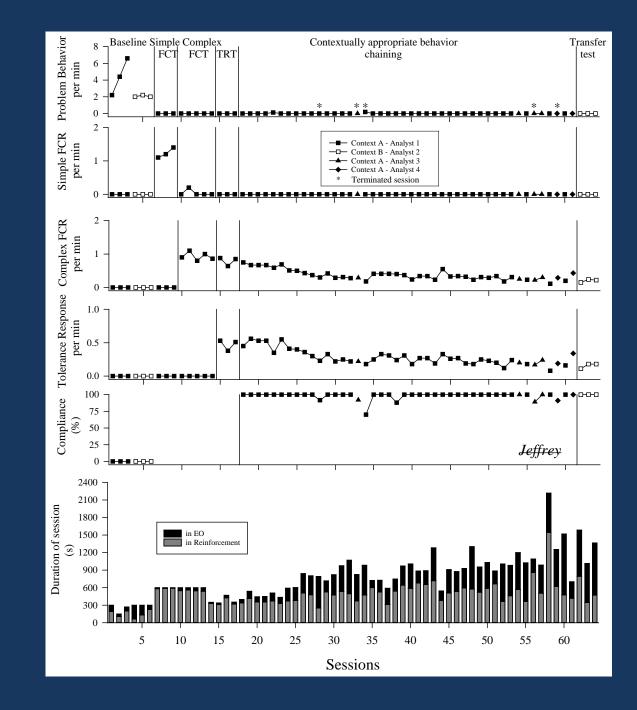
TREATMENT-Jeffrey

Enhanced Choice Model

- Initial choice to enter clinic or go home
- Second choice to practice skills or chill in waiting room
- Continual choice to leave at anytime with his stuff
 - Either to waiting room or home
- Choice intermittently embedded in work and break periods
- All in context of progressively building skills with intermittent and unpredictable reinforcement

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Parent feedback (following transfer to home)

Rate the extent to which you are satisfied with the amount of improvement seen in Jacob's problem behavior in <u>our clinic</u>.

- 2. Rate the extent to which you are concerned about Jacob's ongoing problem behavior at home.
 1 2 3 4 5 6
 Not Concerned
- 3. Rate the extent to which you have found the assessment and treatment provided by our team helpful to your home situation up to this point.

Not helpful

1 2 3 4 5 6 D pful Very Helpful

4. Rate the extent to which you feel confident applying the same strategies you have seen in our clinic, when addressing Jacob's problem behavior at home.

P Very Confident

Parent feedback (following transfer to home)

- 5. How comfortable were you taking away Jacob's preferred activities (e.g., electronics) and asking him to do something else (e.g., clean up, do his homework) BEFORE visiting the clinic?

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- How comfortable are you taking away Jacob's preferred activities (e.g., electronics) and asking him to do something else (e.g., come to dinner, do his homework) now (AFTER visiting the clinic)
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 6
 9

Not comfortable

Very comfortable

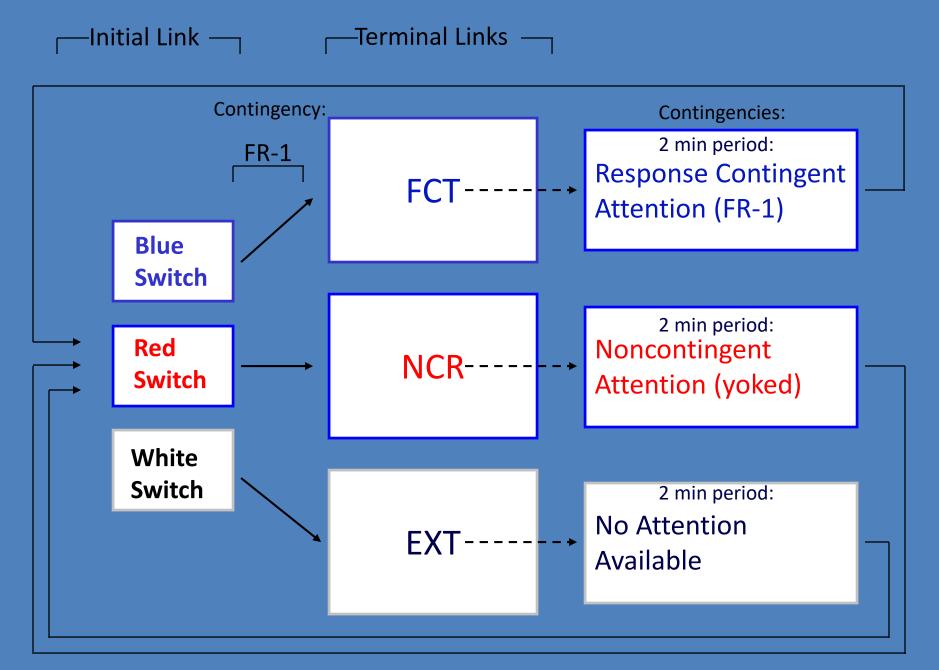
- How comfortable were you taking Jacob to public places BEFORE visiting the clinic?
 1 2 3 4 5 6 7
 Not comfortable
 Very comfortable
- 8. How comfortable are you taking Jacob to public places now (AFTER visiting the clinc)?
 1 2 3 4 5 6
 Not comfortable
 Very comfortable

Why would children choose to participate in treatment?

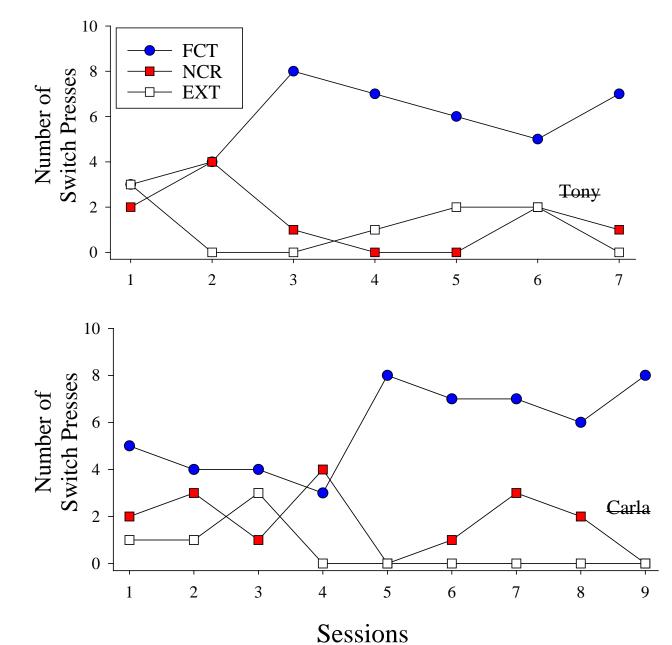
Perhaps due to the universal preference for contingent over noncontingent reinforcers

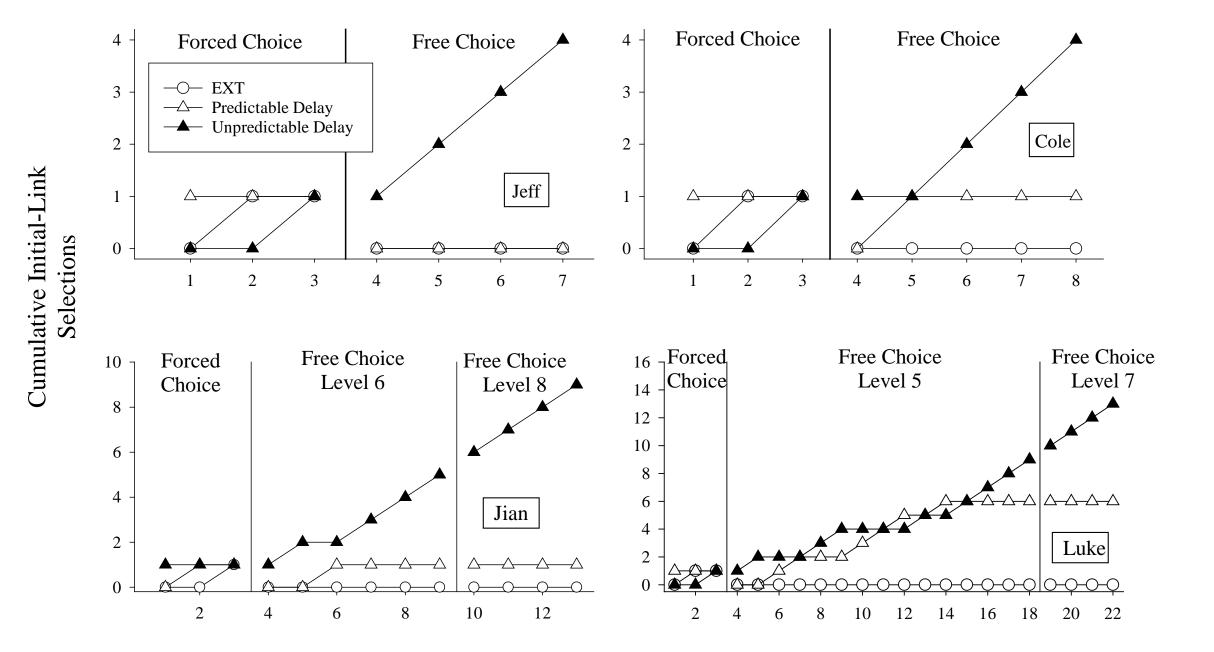
(i.e., due to a preference for yearning and earning)

From Hanley, Piazza, Fisher, & Contrucci, 1997, JABA



Preference for contingent over noncontingent reinforcement





Personalized and synthesized reinforcers delivered

intermittently, unpredictably, and exclusively

following various chain lengths of appropriate

behavior that includes

communication, toleration, and compliance

✓ The treatment is implemented in the most challenging context that is sufficiently convenient to repeatedly arrange

Referred to as the "two Cs" of context

 The treatment process begins by providing personalized and synthesized reinforcers for each and every problem behavior and then for each and every communication response

Trust is built by arranging for easy responses to reliably and immediately result in <u>all</u> reinforcers ✓ The first communication response taught is referred to as the Simple Functional Communication Response (sFCR)

✓ The key features of an sFCR:

- Simple
- Novel
- Omnibus ("My way")
- Can be effectively prompted

✓ <u>The key features of initial teaching</u>:

- Prompt SFC prior to full introduction of EO
 - Base on within-session results of IISCA
- Prompt response immediately and after problem behavior

(Horner & Day, 1991) (Derby et al., 1998) (Hanley et al., 2014)

(Ward et al., 2018)

(Landa et al., 2018)

✓ Shaping of the functional communication response continues (Ghaemmaghami et al., 2018)

....(usually, but not always) until it contains:

- An obtaining a listener response (e.g., "Excuse me")
- A generative autoclitic frame (e.g., "May I have ____")
- A social nicety
- Proper tone, pace, volume, articulation

It is then referred to as a Complex Functional Communication Response (cFCR)

(e.g., "Excuse me [pause, wait for acknowledgement], May I have my way, please?)

✓ The cFCR is sometimes differentiated into specific mands (Ward et al., 2018)

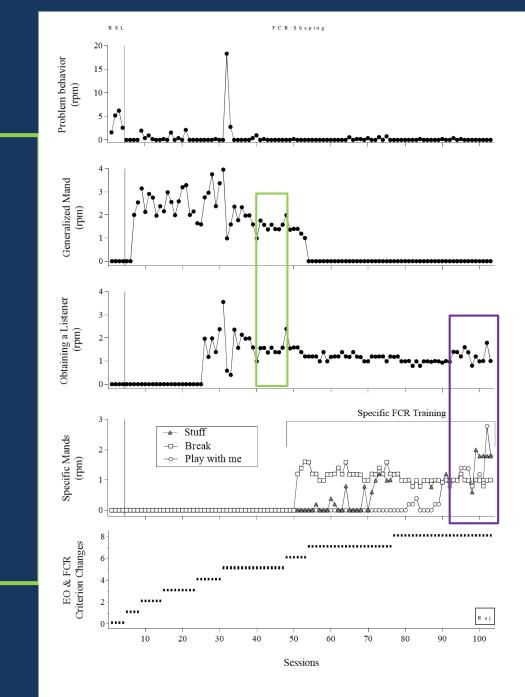
- An *obtaining a listener* response
- A *break* response
- An access to preferred toys response
- An attention recruitment response

(e.g., ""Excuse me [pause, wait for acknowledgement], May I have a break, please? "....May I have my stuff please""Will you play with me")

FCT – Raj

Age: 5 Diagnosis: Autism Language Level: Single word utterances Referred for: Self-Injury, Aggression, Property Destruction

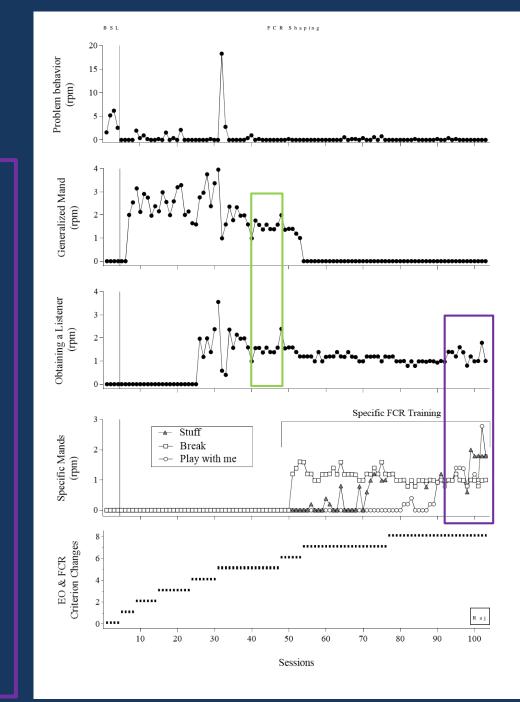




FCT – Raj

Age: 5 Diagnosis: Autism Language Level: Single word utterances Referred for: Self-Injury, Aggression, Property Destruction

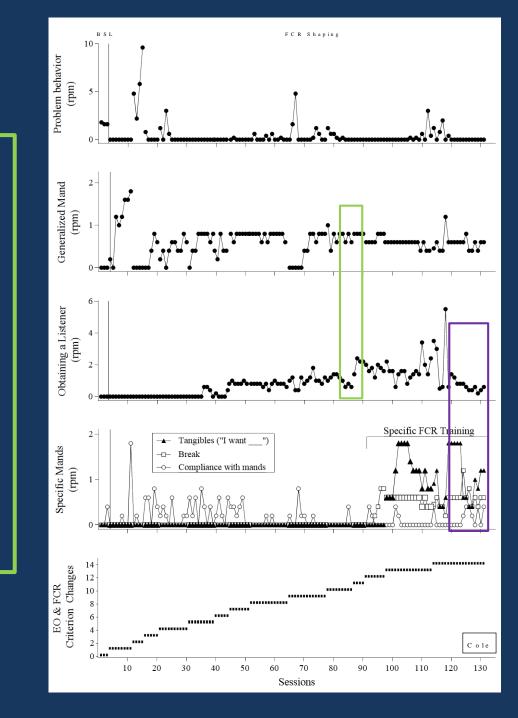




FCT – Cole

Age: 8 Diagnosis: Autism Language Level: Fully Fluent Speech Referred for: Self-Injury, Aggression, Property Destruction





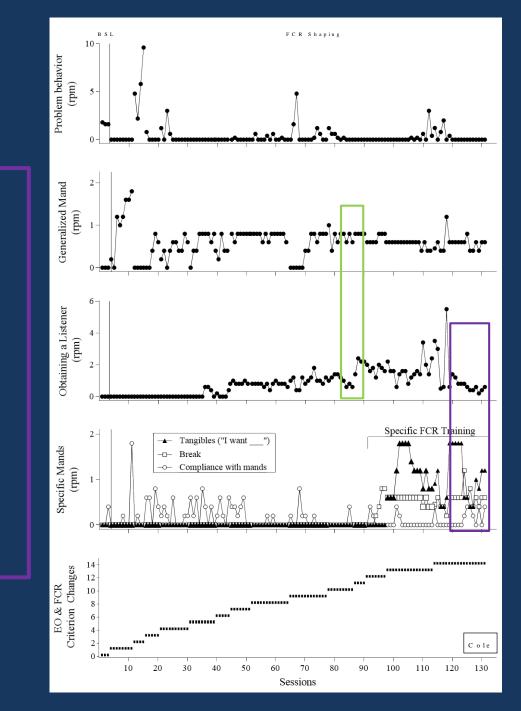
FCT – Cole

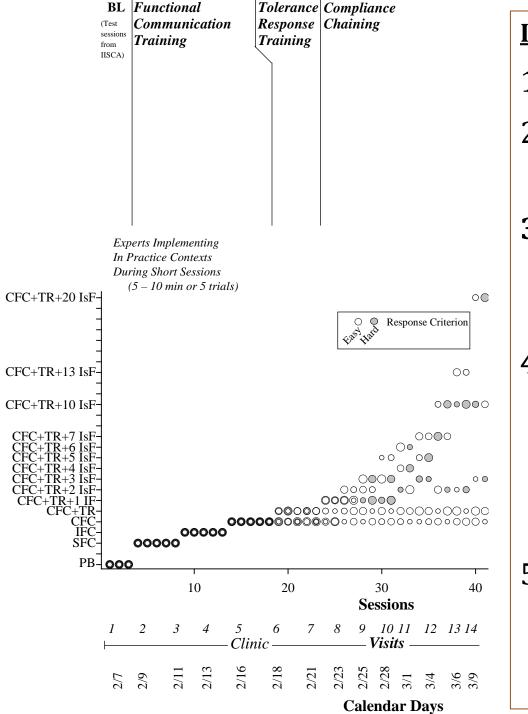
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Age: 8 Diagnosis: Autism Language Level: Fully Fluent Speech Referred for: Self-Injury, Aggression, Property Destruction







Crieteria

Topographical Response

Important TIPS

- 1. Always provide <u>immediate sr for some</u> FCRs
- 2. Teach <u>an appropriate response</u> to cues of delay, denial, or disappointment
- 3. Progressively increase the average <u>amount of *behavior* (not just time)</u> required to terminate the delay
- 4. Terminate the delay for <u>various</u> amounts of behavior (sometimes expect very little behavior sometimes request larger or more complex types of behavior during the delay)
- 5. Probably <u>best to not signal</u> how much behavior is required to terminate the delays

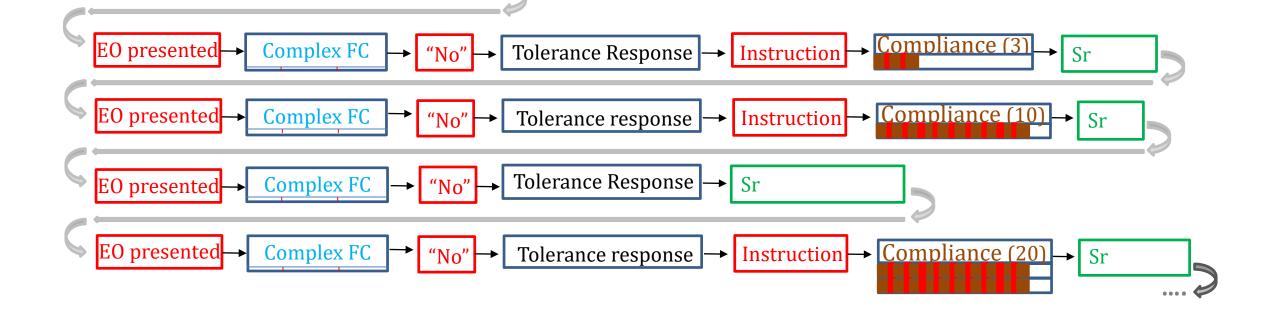
At the end of treatment:

 many appropriate behaviors do not yield reinforcement immediately, but there is no delay to reinforcement per se

Due to chaining of appropriate responses



And, non-reinforcement of a response (e.g., a mand) induces another appropriate response (e.g., tolerance response) as opposed to problem behavior

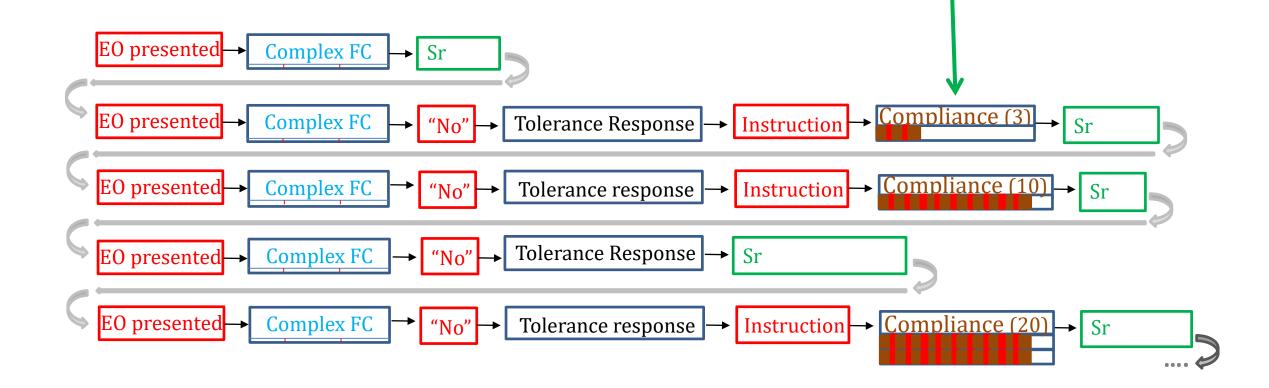


EO presented

Complex FC

Sr

 The average chain length is progressively increased, but communication, toleration, and short/unexpected
 compliance chains are reinforced sometimes, even at the end of treatment



Shorties never go away. This way we keep hope alive!



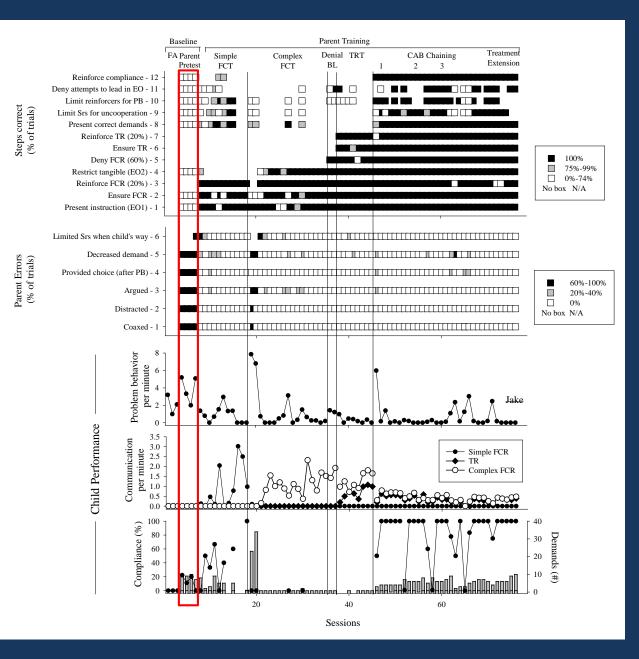
Let's review the workbook.

| | | Progressively Changing Response R | | | | | onse Require | ements |
|------|---|--|----------|-------|--------|--------|--------------|--------|
| Step | Objectives | Responses Reinforced | | Tr 1 | Tr 2 | Tr 3 | <i>Tr 4</i> | Tr 5 |
| _ | 0 | • | Sessions | Sr: | Sr: | Sr: | Sr: | Sr: |
| 1 | Verifying hunch / Building Trust | PB | 13 | PB | PB | PB | PB | PB |
| 2 | Shifting to Appropriate / Building Trust | sFCR ("My way") | 46 | sFCR | sFCR | sFCR | sFCR | sFCR |
| 3 | Improving Form | iFCR ("May I have my way please") | 78 | iFCR | iFCR | iFCR | iFCR | iFCR |
| 4 | Improving Form | cFCR ("Excuse me" [] "May I have my way please") | 910 | cFCR | cFCR | cFCR | cFCR | cFCR |
| 5 | Preparing for Inevitable Disappointment | cFCR/TR ("Okay, no problem") | 11 | cFCR | TR | cFCR | TR | cFCR |
| 5 | Preparing for Inevitable Disappointment | cFCR/TR | 12 | TR | cFCR | TR | cFCR | TR |
| 5 | Preparing for Inevitable Disappointment | cFCR/TR | 13 | cFCR | cFCR | TR | TR | cFCR |
| 6 | Preparing for Inevitable Ambiguity | cFCR/TR/eCAB (Adult expected work or play) | 14 | cFCR | TR | 1eCAB | cFCR | 1eCAB |
| 6 | Preparing for Inevitable Ambiguity | cFCR/TR/eCAB | 15 | TR | 1eCAB | cFCR | 1eCAB | cFCR |
| 7 | Preparing for Inevitable Ambiguity | cFCR/TR/eCAB | 16 | cFCR | TR | 1eCAB | 2eCAB | 1eCAB |
| 7 | Preparing for Inevitable Ambiguity | cFCR/TR/eCAB | 17 | 1eCAB | 2eCAB | cFCR | TR | 1eCAB |
| 8 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 18 | cFCR | 1hCAB | 2eCAB | TR | 3eCAB |
| 8 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 19 | TR | 2eCAB | cFCR | 3hCAB | 1hCAE |
| 9 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 20 | 5eCAB | cFCR | 1hCAB | TR | 3eCAB |
| 9 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 21 | TR | 5eCAB | cFCR | 3hCAB | 1eCAB |
| 10 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 22 | 2hCAB | cFCR | 4eCAB | TR | 6eCAB |
| 10 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 23 | cFCR | 6hCAB | TR | 4hCAB | 2eCAB |
| 11 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 24 | cFCR | 5eCAB | 3hCAB | 7eCAB | TR |
| 11 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 25 | 3hCAB | cFCR | 7eCAB | TR | 5hCAE |
| 12 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 26 | TR | 10eCAB | cFCR | 2eCAB | 7hCAE |
| 12 | Building Stamina while Keeping Hope Alive | cFCR/TR/e&hCAB | 27 | cFCR | 2hCAB | 7eCAB | 10hCAB | TR |
| 13 | Finding the Balance / Task Revaluing | cFCR/TR/e&hCAB | 28 | 2eCAB | 10hCAB | cFCR | 13eCAB | TR |
| 13 | Finding the Balance / Task Revaluing | cFCR/TR/e&hCAB | 29 | TR | 13eCAB | 2hCAB | cFCR | 10hCA |
| 14 | Finding the Balance / Task Revaluing | cFCR/TR/e&hCAB | 30 | 3eCAB | 10eCAB | 20hCAB | cFCR | TR |
| 14 | Finding the Balance / Task Revaluing | cFCR/TR/e&hCAB | 31 | cFCR | 3hCAB | 10eCAB | TR | 20hCA |
| 15 | Extending Effects to Relevant People | cFCR/TR/e&hCAB w/RP | 32 | cFCR | 5eCAB | 3hCAB | 7eCAB | TR |
| 15 | Extending Effects to Relevant People | cFCR/TR/e&hCAB w/RP | 33 | 3hCAB | cFCR | 7eCAB | TR | 5hCAE |
| 16 | Extending Effects to Relevant People | cFCR/TR/e&hCAB w/RP | 34 | TR | 1TR | cFCR | 2eCAB | 7hCAE |
| 16 | Extending Effects to Relevant People | cFCR/TR/e&hCAB w/RP | 35 | cFCR | 2hCAB | 7eCAB | 10hCAB | TR |

Detailed Description of the Skill-Based Treatment of Problem Behavior Process (developed by G. P. Hanley, October, 2017)

Parent Training – Jake (with Mother)

Age: 7 Diagnosis: None Language Level: Fully fluent speech Referred for: Property destruction



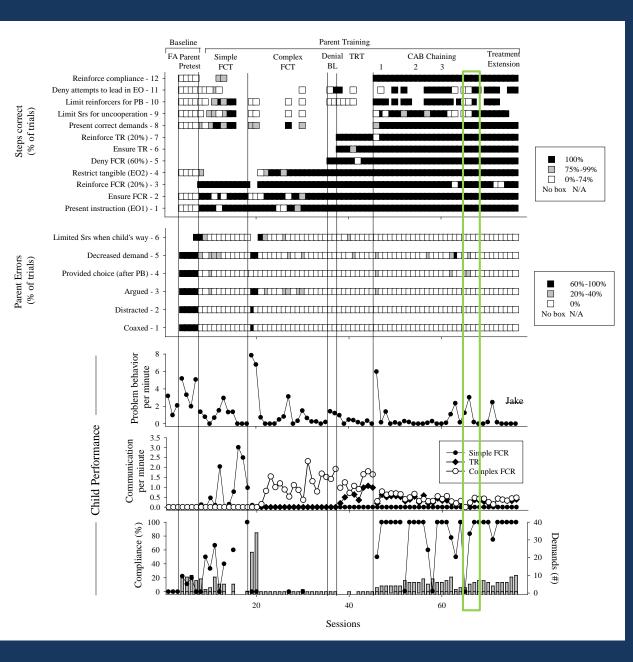


Parent pretest

| D | Data collector: Date: Session name: Circle one: Primary IOA | | | | | | | |
|-----------------------|---|--|--|--|--|--|--|--|
| | Context | Do: | Don't: | | | | | |
| | Child-led time (<i>Their way</i>) (Sr interval) | ABe sure that many of your child's preferred items/activities are available BBe available to and engaged with your child (close in proximity, not distracted, and providing <i>high quality</i> attention in the manner your child prefers) CHonor all reasonable requests for items, your attention, or saying/doing things a particular way DProgram 'child-led' for an appropriate amount of time (i.e., at least 20 s); it should not feel unnaturally short or long EIf your child makes an unreasonable request, deny and re-direct to the items that are available | ARefrain from placing any demands, including instructions and questions (i.e., make it clear that you child is in charge and you will follow their lead) BRefrain from correcting your child (including providing feedback on past problem behavior) or the way they are engaging with an item/activity CRefrain from manipulating child's toys, unless following the child's lead DRefrain from reacting in any (obvious) way to ANY inappropriate behavior; do not attempt to redirect the child following inappropriate behavior, and refrain from offering choices or presenting different toys following inappropriate behavior | | | | | |
| Skill-Based Treatment | Adult-led time (Your way) (EO interval) | FMake it clear that you are in control by delivering an instruction as you terminate Childled time GDeliver clear, concise instructions to your child (e.g., put the blue ball in the bucket) HWhen delivering each instruction, use the 3-step prompting method: <i>Tell them what to do, (wait 3 seconds, show them what to do, (wait 3 seconds) help them do it.</i> IOnly allow access to materials relevant to what your child is expected to do JOnly provide attention relevant to what your child is expected to do (prompting within the 3-step method and praise for compliance) | EDo not negotiate, argue, rationalize or cajole; it is best not to respond to anything your child says during this period to make it clear to him/her that they are not on "their way" and that the only behavior that will be rewarded is compliance with your instruction (or the skills of functional communication and toleration) FDo not comply with child attempts to lead instruction (e.g., "I want to clean up before I sit at the table") GDo not present demands as questions/options HDo not react in any (obvious) way to ANY inappropriate behavior, simply proceed with the 3-step prompting or agreed upon alternative IDo not change the demand contingent on problem behavior | | | | | |
| | Transition from adult-led time to child-led time (the | KMoving from adult-led time to child-led time should only occur following one of these three skills: <i>functional communication</i>, <i>delay/denial toleration</i>, or <i>compliance with your instruction/expectation following denial</i> LIt is important that each of the skills "payoff" some of the time. As such, always reward functional communication and toleration | JDo not foreshadow which skills will be reinforced or how many demands will need to be completed prior to earning child led time (i.e., keep it unpredictable) KDo not change your plans in response to your child's inappropriate behavior; namely, do not make your expectation easier if problem behavior is occurring (e.g. if your plan was to ask your child to | | | | | |

Parent Training – Jake (with Mother)

Age: 7 Diagnosis: None Language Level: Fully fluent speech Referred for: Property destruction

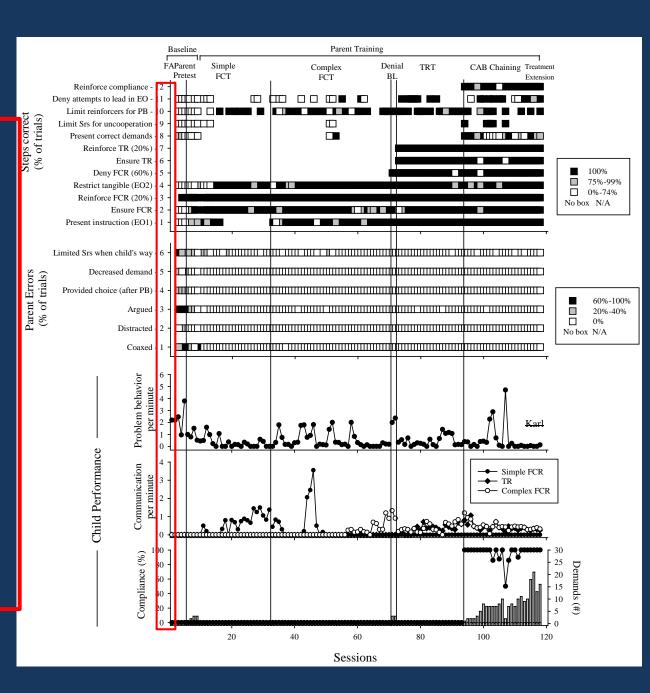




Parent Training – Karl

Age: 4 Diagnosis: None Language Level: Fully fluent speech Referred for: Aggression, Property destruction, Screaming

Parent pretest

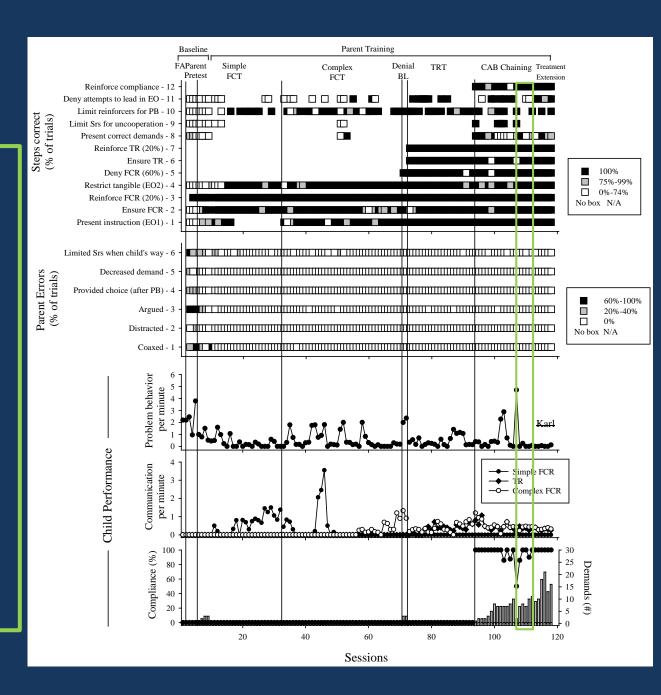




Parent Training – Karl

Age: 4 Diagnosis: None Language Level: Fully fluent speech Referred for: Aggression, Property destruction, Screaming

CAB chaining





Skill-Based Treatment of Stereotypy

Permission based model in which communication, toleration, and contextually appropriate behaviors are strengthened

(adapted from Hanley, Jin, Vanselow, & Hanratty, JABA, 2014)

1. Teach child to request access to stereotypy (via blocking and contingent access to stereotypy)

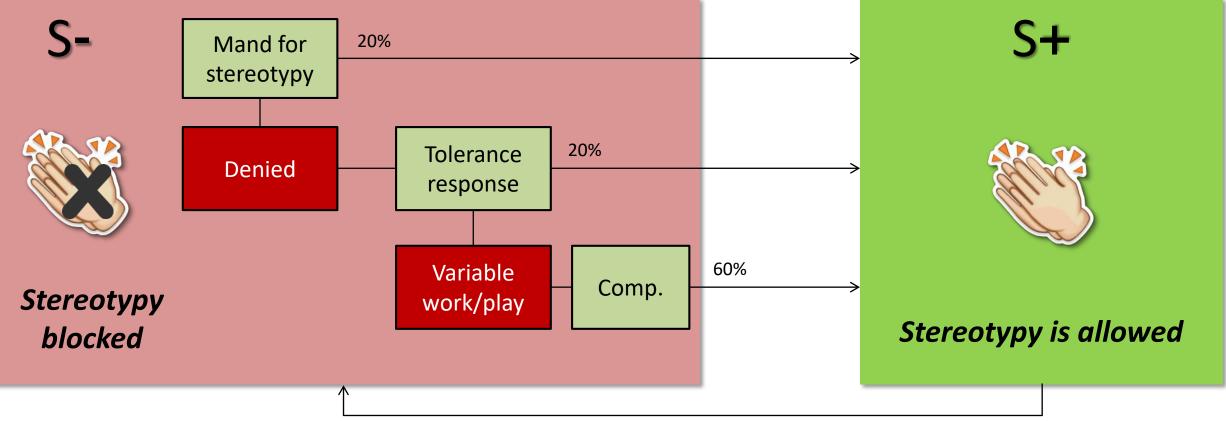
2. Teach child to tolerate denials of mands for stereotypy (via blocking and contingent, intermittent, and unpredictable access to stereotypy)

3. Teach child to engage in contextually relevant behavior

(via prompting, blocking and contingent, intermittent, and unpredictable access to stereotypy)

Skill-Based Treatment of Stereotypy (in prep.)

• Combination of Hanley et al. (2014) and Slaton & Hanley (2016)



Participants

| Name | Age | Diagnosis | Communication | Work tasks |
|-------|-----|-----------|------------------|---|
| Grant | 7 | Autism | 1-2 word phrases | Numbers, letters, sight words, pictures, matching |
| Milo | 12 | Autism | No phrases | Match and identify objects, pictures, numbers, letters; short ADL tasks |
| Marco | 21 | Autism | 1-3 word phrases | Leisure and time management on iPad |

Participants: stereotypy topographies

Grant

- Hand flapping
- Finger wiggling
- Object flapping
- Clapping
- Holding objects to eyes and rotating

Milo

- Hand flapping
- Tapping on teeth
- Rubbing or poking face
- Finger play
- Shaking objects
- Tapping work materials

Marco

- Pacing or galloping
- Jumping
- Tapping body, furniture
- Hair twirling
- Knuckle cracking

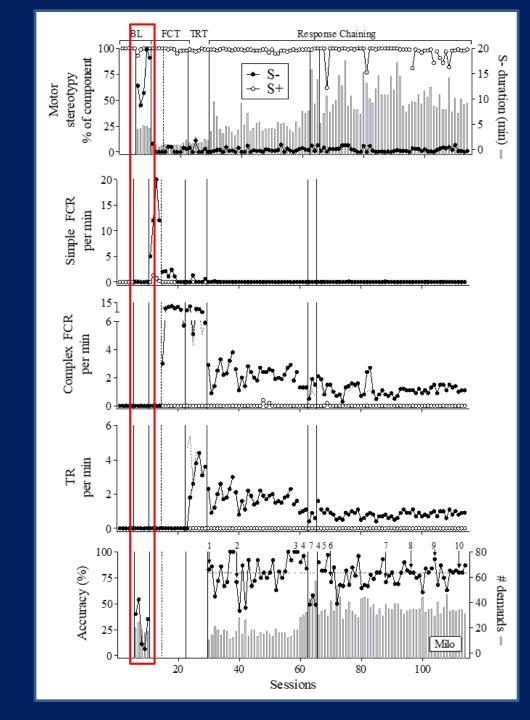
- Age: **12**
- Diagnosis: Autism

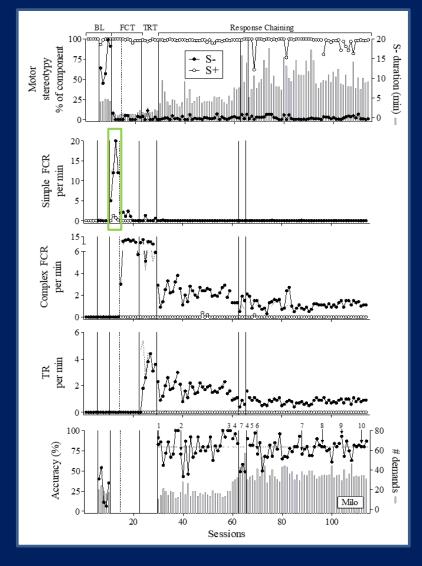
AT WESTERN NEW ENGLAND UNIVERSITY

- Language Level: none
- Referred for: Disruptive Stereotypy

Instructional Baseline



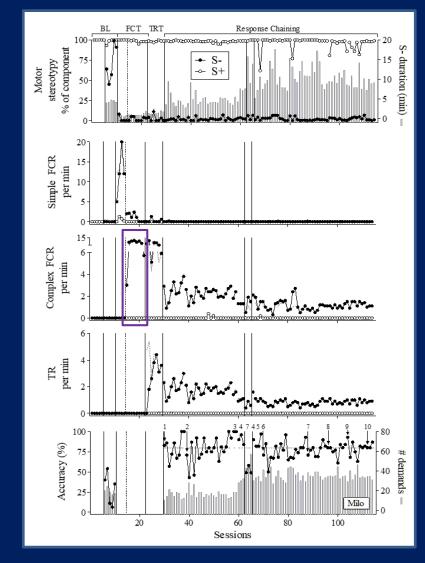




Simple FCT







Complex FCT

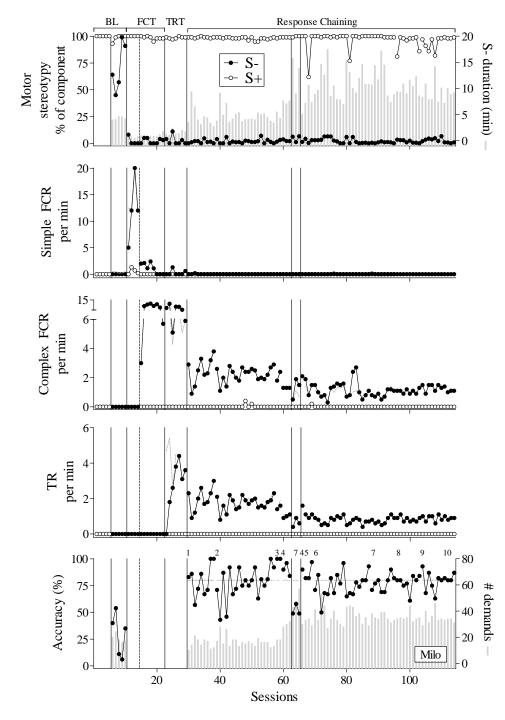




BL FCT TRT Response Chaining -TOSO A 100in an i യംയം റുയയം r20 www.www.ange.me Motor stereotypy % of component ş + S-15 75 duration (min) ---- S+ 50-- 5 25-20-Simple FCR 15 per min 10-0 - 000 15 ₁ Complex FCR per min 6т When is the work of the 6per min ΤR Mar Warner and an and war war 100 Accuracy (%) 75demands 40 50-20 25-Milo 20 40 60 80 100 Sessions

Tolerance Response Training



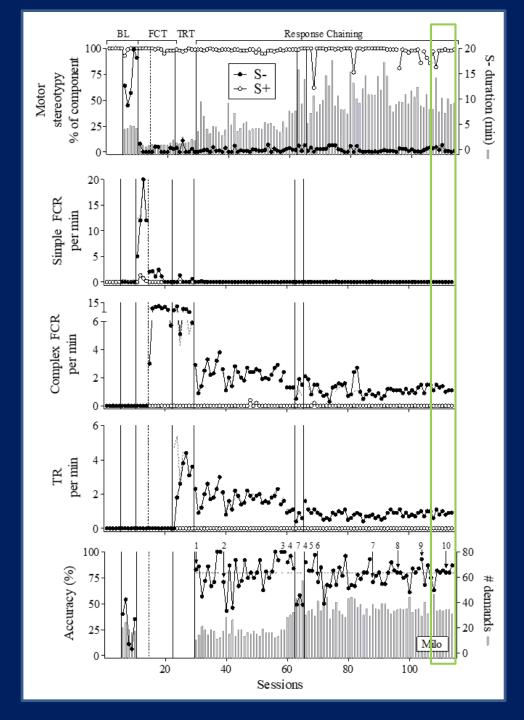


| Level | Task | Demand range | Total demands | Field size |
|-------|--------------------|-----------------|------------------|---------------|
| 1 | Match pictures | 1 - 3 | 12 | 3 |
| 2 | +Letters, numbers | 1 - 3 | 12 | 3 |
| 3 | (Same) | 1 - 6 | 18 | 3 |
| 4 | (Same) | 1 - 10 | 27 | 3 |
| 5 | (Same) | 1 - 10 | 27 | 4 |
| 6 | (Same) | 1 - 10 | 27 | 5 |
| 7 | (Same) | 1 - 10 | 27 | 6 |
| 8 | +Sort objects | 1 - 10 | 27 | 6 |
| 9 | +ADLs | 1 - 10 | 27 | 6 |
| 10 | +Identify pictures | 1 - 10 | 27 | 6 |

- Age: **12**
- Diagnosis: Autism
- Language Level: none
- Referred for: Disruptive Stereotypy

CAB Chaining – Accuracy included in contingency



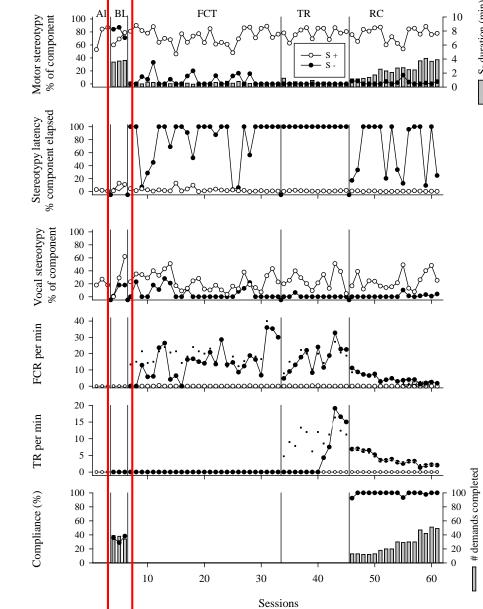


Treating Stereotypy - Grant

- Age: **7**
- Diagnosis: Autism
- Language Level: Speaks in 1 or 2 word utterances
- Referred for: Disruptive Stereotypy

Instructional Baseline



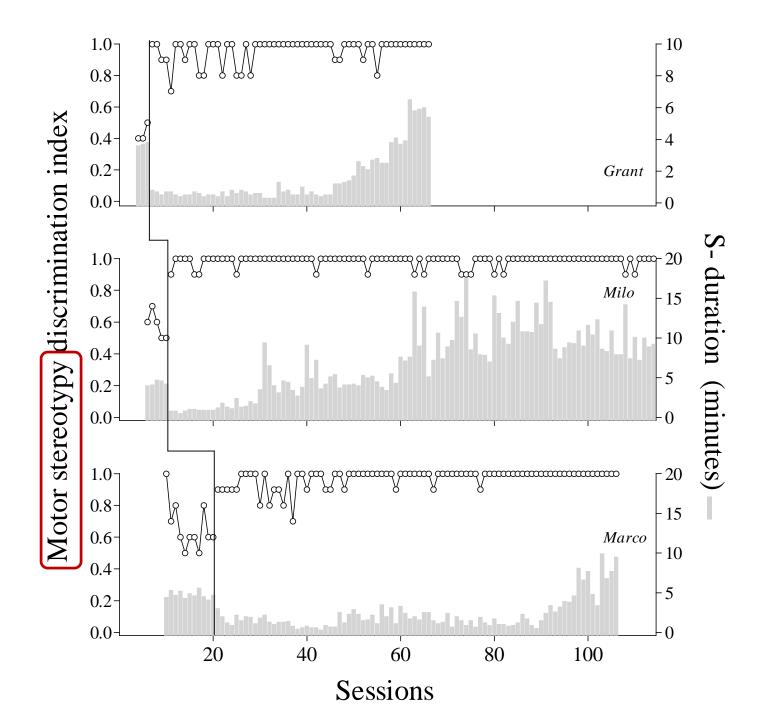


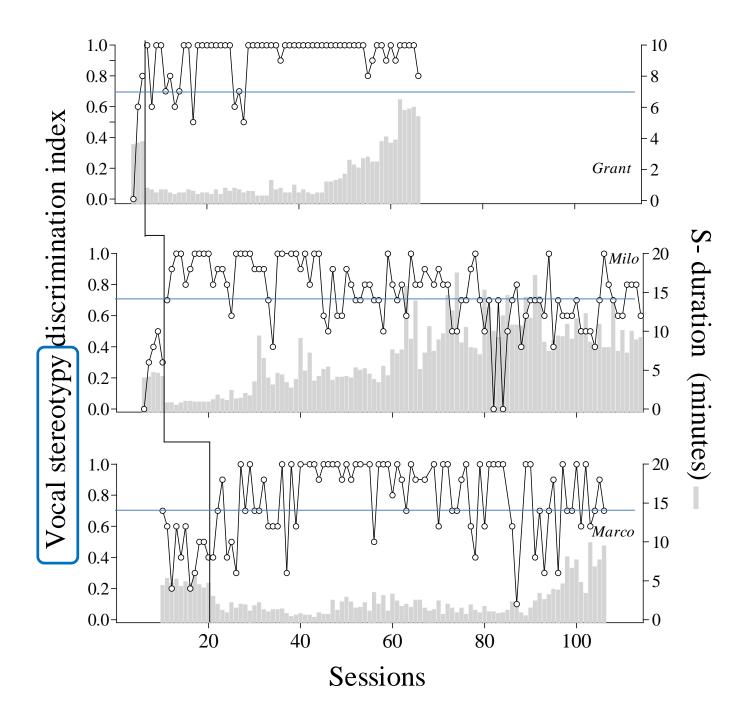
Treating Stereotypy - Grant

- Age: 7 Diagnosis: Autism Referred for: Disruptive Stereotypy
- Language Level: Speaks in 1 or 2 word utterances

Treatment Extension (not on previous graph)







Social Validity

1 = highly disagree

7 = highly agree

| Question | Grant | Milo | Marco |
|--|-------|------|-------|
| The treatment that involved teaching a request for stereotypy, teaching an appropriate response to the denial of that request, and teaching the individual to complete an increasing number of demands before earning access to stereotypy was acceptable. | 7 | 7 | 7 |
| The amount of behavior change (i.e., the effects of treatment) was acceptable or sufficient. | 6 | 7 | 6 |
| The overall goals of this treatment were acceptable, appropriate, and important for the individual. | 7 | 7 | 6 |
| I would recommend this treatment package to other therapists or providers who are attempting to decrease stereotypy and increase appropriate engagement. | 7 | 7 | 7 |

Treatment for stereotypy can (should?) be....

- function-based
- > comprehensive
- involve a strong, intermittent, and unpredictable contingency to inhibit stereotypy and do something else contextually appropriate in order to engage in stereotypy

Come up with at least one question relevant to conducting this skill-based treatment process

For more information, go to:

www.practicalfunctionalassessment.com

and look out for useful peer-reviewed research from:

Jessel, Ingvarsson, Ghaemmaghami, Beaulieu, Slaton, Ward, Warner, Rajaraman, Gover, Ruppel, Whalen, Mouzakes, & Metras