



MYTHS VS FACTS

EVERYONE CAN WORK:

Tips for employment specialists when Addressing Challenging behavior

Myth

People with disabilities who display challenging behavior cannot work.

Truth

People with disabilities who display challenging behaviors can work when they receive support and learn new skills.

STRATEGIES TO CONSIDER

Set the Task Up for Success

Make sure the person:

- Understands the task they need to complete
- Knows how to get help when needed
- Knows how to take a break if needed



Consider Why the Behavior is Happening

Understand what they are communicating through behavior:

- Is the person getting something after the behavior?
- Is the person getting out of doing something because of the behavior?

Teach a More Work-Appropriate Skill

Once you understand what the person is getting or avoiding with a behavior you can teach the person a new skill that is acceptable in the work setting to get what they want or need.

Person's Behavior	What They Get or Avoid by Behavior	Teach Work Appropriate Skill
Whines and complains if there is a change in routine	Gets attention and further instructions from co-workers	Teach person to ask co-workers to explain the change

Reinforce New Skills

When teaching the person a new behavior, make sure you acknowledge their efforts. For example, tell them they did a "great job" when you see them do the new skill.





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People with disabilities who display challenging behaviors should be “behavior free” before they can get a job.

Truth

People with disabilities who display challenging behaviors do not need to wait to begin work. They can use supports and learn new skills on-the-job.

STRATEGIES TO CONSIDER

Make the Job & Environment Fit the Person

- The job should capitalize on the individual's strengths, interests, and preferences
- The social environment at the job should include people who will welcome and support the individual as a team member



Design the Job to Encourage Success

- Build a consistent routine
- Develop a workstation that limits distractions
- Provide visual supports to help the person become independent



Create Supports to Help the Person Understand Appropriate Work Behavior

Think about making:

- Visual reminders about expected behavior at work
- Social stories about interacting with co-workers
- Videos modeling acceptable work behavior
- Schedules to predict tasks or routines





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It is too difficult to use supports in an applied work setting to help a person reduce their challenging behavior.

Truth

Employment support providers can use four specific types of supports in a work setting to increase the employment success of their workers who display challenging behaviors.

STRATEGIES TO CONSIDER

Teach Work Specific Social Skills

- How to interact with others at work
- How to accept feedback
- How to ask questions
- How to limit conversation length
- How to help others



Ensure Effective Ways to Communicate with Others at Work

- How to make wants and needs known to others
- How to request help when needed
- How to understand instructions given by others
- How to follow spoken, picture, or written directions

Increase Person's Independence and Accuracy at Work

- Use task analyses to break big tasks into smaller steps
- Use visual and technology supports as self-cues



Teach Workplace Specific Professional Skills

- Teach the behavioral norms for each work setting
- Teach calming and coping strategies when needed



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