

How do we use behavior analysis in  
change programs?

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# 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

Effects on the behavior: Reinforcing  
Weakening



# 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

- **R**iktning (direction): Clear goals, expectations
- **K**ompetens (competence): Knowledge, skills
- **M**öjlighet (ability): Time, tools, resources
- **M**otivation (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