SYSTEMS OF SUPPORT

Who can I talk to about my needs, concerns, and ideas?

TALK

CLINICAL SUPERVISOR(S) & LEADERSHIP





CURRENT & PREVIOUS MENTORS

TECH

PEERS & COLLEAGUES





ADMINISTRATORS & HR DEPARTMENT

BX

FAMILY MEMBERS, CLOSE FRIENDS, & LOVED ONES



ADDITIONAL RESOURCES

1. Building and Sustaining Meaningful and Effective Relationships as a Supervisor and Mentor by Linda LeBlanc, Tyra Sellers, & Shahla Alaî
2. Crucial Conversations by Joseph Grenny, Kerry Patterson, Ron McMillan, Al Switzler, and Emily Gregory

apba | ASSOCIATION OF PROFESSIONAL BEHAVIOR ANALYSTS

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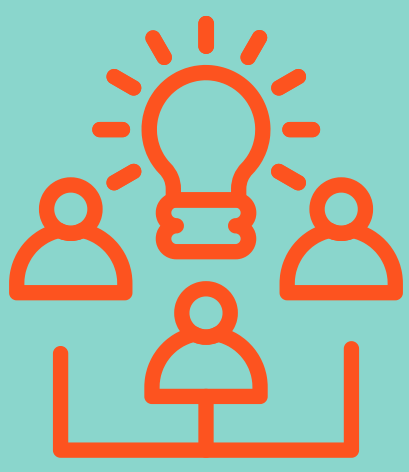
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SIGNS THAT IT'S TIME TO ADVOCATE

Awareness is the first step toward getting needs met

I NEED MORE TRAINING

Identify internal resources at my organization





I HAVE MORE TO OFFER & WANT TO MOVE UP

Identify opportunities for advancement/promotion in my organization

I WANT SOMETHING DIFFERENT

Identify non-clinical opportunities within and outside my organization





I FEEL BURNED OUT

Engage in self-care activities. Ask for resources and support

MY ETHICAL RADAR IS GOING OFF

Identify internal and external resources



ADDITIONAL RESOURCES

1. Building and Sustaining Meaningful and Effective Relationships as a Supervisor and Mentor by Linda LeBlanc, Tyra Sellers, & Shahla Alaî
2. BACB Ethics Resources https://www.bacb.com/ethics-information/ethics-resources/

HOW TO ADVOCATE

Where do I start?

EFFECTIVE ADVOCACY INCLUDES...

1. Clear Communication
2. Common Ground
3. Factual Conversations
4. Mutual Respect



STEPS TO SUCCESS:



1. Identify the barriers & understand the solutions. - Complete the Performance Diagnositc Checklist - Human Services (Jimenez et al., 2023)
2. Role play w/ a safe person
3. Revisit your support system

START THE CONVERSATION:

1. Be friendly & show honest appreciation
2. Establish common ground
3. Start small
4. Ask sincere questions



ENCOUNTERING RESISTANCE



1. Avoid blaming and shaming
2. Be humble
3. Show respect for other's opinion
4. If you were wrong, admit it
5. Appreciate progress
6. Assume everyone has the best intentions

FOLLOW UP:

1. When changes occur, follow up with praise!
2. Don't give up! If at first you don't succeed, try try again.



FURTHER RESOURCES

1. How to win Friends and Influence People by Dale Carnegie
2. Crucial Conversations by Joseph Grenny, Kerry Patterson, Ron McMillan, Al Switzler, and Emily Gregory
3. Performance Diagnostic Checklist - Human Services by Jimenez, Wilder, Brand, Carr, Sellers, & Mason (2023)